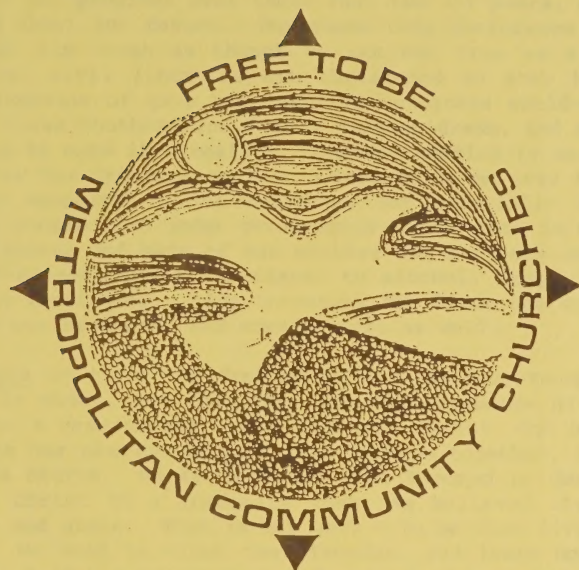


BOARD OF ELDERS REPORT



The Universal Fellowship
of

Metropolitan Community Churches

General Conference 12

June 30 - July 7, 1985

Sacramento, California

1985
GENERAL CONFERENCE XII
SACRAMENTO, CALIFORNIA

ELDERS REPORT

The Board of Elders comes to you at this, our General Conference XII, very excited about our progress over these last two (2) years, and even more excited about our future. Our theme this Conference is "Free To Be". In many ways, it seems as though we are not free as a people: In the United States, civil liberties are threatened as they have not been in decades; oppression of gays and lesbians continues world-wide; freedom in some places (like South Africa,) is a distant dream, and much will have to be sacrificed to make it a reality. Central America is nearly exhausted in its' struggles for freedom; nuclear holocaust looms over the planet; women struggle for equality in all cultures, and especially in the Christian Church; many people live under governments where there is no freedom of the press or religion; and many of our sisters and brothers continue not to be free of self-hatred, and are enslaved to alcohol, drugs, or sex-negative, grace-denying theologies. Aids threatens the lives and spirits of tens of thousands of our brothers, and some sisters as well.

How do we dare to claim the freedom to be? We dare because we know that God is in our midst, and that the redeeming presence of Jesus Christ is calling us to a resurrected, life-affirming faith! God has already freed us, and it is our mission to live that freedom together, in community. We are a miracle church. We are a flower that bloomed in the desert. We are the Body of Christ in a community that has believed itself to be lost, without hope and grace. That is our gift - to be that living freedom among our people. We need to claim that freedom, and learn how to become more free: free to tell the truth about God and ourselves, free to grow, free to heal, free to transform the world.

REVIEW OF THE 1983-1985 BIENNIAL

Statistics: On the eve of the General Conference XII, the Universal Fellowship claims seventy-five (75) chartered churches, forty-eight (48) missions and seventy-six (76) study groups, and approximately twenty-four (24) feasibilities in countries. Our growth rate continues steadily both in the formation of new congregations and in the strengthening of existing churches.

We have made tremendous progress in the following areas:

I. FINANCIAL MANAGEMENT AND GROWTH

Our goal in organizing the record keeping, reporting and analyzing of UFMCCs' finances has been to achieve accurate, timely and auditable reports. We have made tremendous progress towards achieving this goal.

The process started with setting up generally accepted accounting procedures and systems in-house, working with an outside accounting firm. This resulted in producing regular reports, analysis, recommendations and projections for the Board of Elders, Finance Committee and the Fellowship at large. In addition we prepared the first consolidated fiscal year report that included all Fellowship entities.

A cost center accounting system was set up to accurately collect data on the real cost of all the Fellowship Programs. The preliminary data has already been used by the Commission of Government Structures and System in their work. It has also been used to accurately plan for the future.

A new kind of partnership is evolving between the Director of Administration, the Board of Elders and the Executive Finance Committee to make adjustments to the current budget, to plan the budget for the future and to modify the overall budget planning process.

We have now contracted with a C.P.A. firm who will train UFMCC personnel to use our in house computer software to set up auditable systems and reports. We plan to be ready for independent audit in 1986.

II. ADMINISTRATION OF UFMCC HEADQUARTERS

The International UFMCC office exists to serve all local MCC Churches. Major progress has been achieved towards improving the responsiveness of the office, and in changing the perceptions and reality of our operations in the last two (2) years. There is a growing sense of trust and partnership developing between the Fellowship and its office.

Some highlights have been in the following areas:

1. Building a cohesive, stable and effective staff. Developing appropriate personnel policies and benefits, and effective utilization of office space.
2. Upgrading and judiciously buying equipment to aid us, including an IBM Business Computer.
3. Building a data bank of the output of all the work of the offices, and setting up effective systems to manage the work.
4. Evaluating and the future of our publication "JOURNEY" to make it more cost effective and to better meet the needs of our diverse fellowship.

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5. Developing church service materials and improving our responsiveness to the Fellowship.
6. Organizing and implementing all General Conference activities.
7. In addition we dealt with all legal matters, public relation issues, and provided a link to other Gay/Lesbian/Religious organizations.

We have an office and staff that we can be proud of! We especially want to thank Mr. Ravi Verma for the outstanding job he has done over the last two (2) years.

III. OTHER AREAS OF CHANGE AND GROWTH

In 1983, we predicted changes and growth in the following areas:

1. Structural Transition: The Government, Structures and Systems Commission has completed its' work in this biennium.

It seems as though the Fellowship has been in a time of psychological preparation for many of these changes: Districts have begun examining their structures, we have more full time District Coordinators than ever before, the Board of Elders and District Coordinators had our first major, four (4) day meeting together ever in our history. Program and budget preparations have all included anticipation of impending structural changes.

2. Budget: We have lived with a more realistic budget (not entirely realistic, but more!), that we have monitored, adjusted, predicted and fulfilled! We must continue the difficult and at times painful process of prioritizing and building an administrative foundation which will enable future success.
3. Television Special: "GOD, GAY & THE GOSPEL: This is OUR Story." A television presentation of UFMCC is completed, and you will be viewing it at this General Conference! Plans are underway to air the show in at least fifteen (15) major markets in North America, and separate plans are being negotiated in other continents.
4. National Council of Churches: We have completed the first stage of our application process with the National Council of Churches, in the United States and what an exciting time this has been! We are in a new era, now, of dialogue with them. (See Department of Ecumenical Relations Report.)

5. New Programs: Because of budget limitations, primarily, we have been slower in meeting these goals. However, Fellowship program arms, such as Samaritan Education Ministries, The Faith, Fellowship and Order Commission have made tremendous program contributions. Their reports demonstrate these exciting developments. Education and training of leadership is a top priority for our Fellowship. We are also proud of the brand new Board of Pensions and their accomplishments, and of the important work of Spiritual Life and Clergy Care. The Clergy Credentials and Concerns Committee has pioneered new areas of support for all clergy, in addition to having to stretch a great deal to accommodate the growing number of clergy that must be credentialled every year (a good problem to have, but a problem none the less!). The Board of Elders want to take this time to thank all the volunteers and/or part-time paid program leadership -- we are exceedingly rich in talent and vision!
 6. World Church Extension: The World Church Extension has made major progress in getting material translated; but our development of programs to recruit, train, fund and place leadership in new areas still mostly lies ahead of us. (See Rev. Elder Jean White's Report).
 7. Third World Ministries: The Third World Ministries has also continued in its ministry, most noticeably with a successful second Third World Gay and Lesbian Christian Conference in New York in 1984. (See Rev. Renee McCoy's Report). The Board of Elders committed ourselves (and was mandated by General Conference) to increase the representation of Third World people and women in all program areas. We did a detailed analysis of this at our November 1984 meeting, (see the minutes) and made the appointments we were able to make. The structure of our Commissions, Committees and Boards sometimes limits our appointing authority, and we also found that in some areas where we had the freedom to appoint, we did not have monies to fund participants. We did stretch and fund participation of the Hispanic Americas representation to the Commission on Government Structures and Systems and made appointments of Third World people to the Clergy Credentials and Concerns Committee, the Department of Ecumenical Relations, and the By-Laws Committee. The Faith, Fellowship and Order Committee has their own process, which they have presented to you, as does the Board of Pensions. We have also encouraged Districts to elect Third World people to the Fellowship Finance Committee.
- This is an ongoing concern, and the Board of Elders promises to be vigilant in monitoring appointments, composition of program units and bringing this to the attention of all the Fellowship bodies. In addition, we will be careful (with the Finance Committee) to always look at the budget impact of General Conference resolutions -- so we do not ask the Board of Elders to take actions that are not supported by funding.
8. The last General Conference (Conference XI) passed a comprehensive aids resolution that the Board of Elders has been implementing. Thus - far we have been productive in the following areas:

- a. Done the initial assessment of aids ministries throughout UFMCC. To date the information has been extremely slow in coming in, and a second and third mailing will be sent out to complete the assessment.
- b. Produced an important pamphlet authored by Rev. Steve Pieters, entitled "aids: A Christian Response, from the Metropolitan Community Church".
- c. Worked with the Faith, Fellowship and Order Commission to produce an additional pamphlet that rebukes the idea that aids is God's judgement on the gay community.
- d. Organized a General Conference program on aids.
- e. Attended and supported the new U.S.A. aids Mobilization organization, including distributing their nation-wide petition, and calling for a Memorial Day (U.S.A.) vigil.
- f. Spent several hours with the District Coordinators at our February meeting strategising, and sharing about aids in five (5) of the countries we are in.
- g. Each of the Elders has been personally involved in ministry with persons with aids, most notable, Elder Michael Mank.
- h. We have all been preaching and teaching about aids, and the Fellowship's stance wherever we go. Have done numerous public appearances on the issue. We have even inserted a brief aids section in the television special.

We know this is only the beginning -- of the aids crisis itself, and of our ministry.

IV. REVIEW OF THE TEN (10) YEAR PLAN

The Board of Elders has reviewed the ten (10) year plan put forth in General Conference IX in 1979, and we have discovered the following:

1. That, if anything, our projections were too modest, our goals too general (and not tied to a budget!)
2. We are more than half ($\frac{1}{2}$) way toward our goal of having two-hundred and fifty (250) churches in the United States, Canada and Australia by 1989.
3. Many of our World Church Extension goals for ten (10) years have already been met, such as the following:
 - a. An office in London, England
 - b. A Samaritan Program in Europe
 - c. Translations of materials

We have not, however, come close at all to the goals of giving twenty-five percent (25%) of Fellowship monies to the World Church Extension outreach. Also, there has been much growth in the Hispanic Extension Area. We had one (1) church in 1979, and we now have seven (7) churches in the United States and Mexico -- The Elders are meeting with the clergy and lay representatives of the Hispanic Americas Extension Area just before General Conference to assess the last six (6) years, and to talk about the future of the Hispanic ministries.

V. ASSESSMENT OF SPECIFIC GOALS FROM 1979

We are just barely beginning to get a handle on the goals of training for clergy and lay leadership, Samaritan is leading the way, with the "Orientation to MCC Pastoring Program," planned District Samaritan Extension program, the correspondence course "boom", and the rapid growth and transformation of the Excel Movement.

"Fellowship Consciousness", as we called it in 1979, has become a reality. Our own growth as a denomination, our encounters with the National Council of Churches, external pressures (Jerry Falwell's attack's, the aids crisis), increased strength of Districts, increased communications from and to the Fellowship, as well as the growing support and excitement about the television special, -- all of these have been "identity building" forces for UFMCC. The Board of Elders collectively has travelled nearly one (1,000,000) million miles (just in the last two (2) years or so) visiting churches, Districts, attending conferences, representing the Fellowship in community religious, and governmental forums.

During General Conference IX in 1979, we said evangelism was a priority -- but we never defined it, or our understanding of missions. This is a serious ministry and theological question for UFMCC, especially in view of the current debate in the Christian community world-wide about the critique of traditional "missions", and liberation theology. How do we in MCC see ourselves in this context?

Ecumenical Witness over the last six (6) years has just been a joyful, upbuilding, affirming experience (see Report.)

What about what we called "Project Samaria?" This portion of our ten (10) year plan was really an embryonic idea, that was not accompanied by a plan or a budget, nor was it connected to any existing program unit. But its spirit was one of inclusiveness, a diversity of target communities and outreach -- finding other ways to minister to the diverse needs of our varied communities. Even though this never took programmatic shape, a lot of the spirit of its intention has been or is being fulfilled: In the Cuban refugee re-settlement program, the advent of local congregations reaching out to previously 'un-targeted' groups, such as Blacks and Hispanics in the United States; lesbian feminists; the revival of prison and jail ministries, new urban ministries coalitions; audio and video tape ministries; the growing consciousness in ministry with disabled persons,

and the overall growing appreciation for the real meaning of inclusiveness.

We did succeed in passing (overwhelmingly) a comprehensive Fellowship policy on Inclusive Language at our General Conference X in Houston in 1981, and a pamphlet that explains that policy has been produced by the Elders.

Other "supportive emphasis" from 1979 included the following:

It is impossible almost to comprehend the charges in the areas of administration and finances over the last two (2) years. Our Fellowship staff has almost doubled in size, our income and expenses have increased by over five-hundred percent (500%), we are entering the computer age. As of this General Conference we have established a UFMCC Building Fund, whose purpose is to finance a Fellowship Headquarters, and become a revolving loan fund for churches that wish to buy or build buildings.

We've already reviewed recent programming developments which we didn't even envision in 1979. This year the Government Structures and Systems Commission, which was reconstituted in the ten (10) year plan, completes six (6) years of work. The Elders believe that we need to be a denomination that has a strong, bold, prophetic, central leadership; involved, innovative, Fellowship-conscious middle judicatories (Districts and Extensions Areas); and lively, growing, nurturing and reaching out local churches and ministries. We need to preserve both the questioning, democratic, grassroots participation values; and the dynamic, charismatic, prophetic leadership values, as we invent our new structure.

The ten (10) year plan was visionary for its time. But at mid-point, it will not suffice. The Board of Elders is offering a new ten (10) year plan at this juncture in our history. We offered it with the hope that it will point us towards the 21st Century; and that when we revise it in 1991 or so, we may be able to revise it with as much enthusiasm and hope!

VI. OUR VISION FOR THE FUTURE

First of all our deep thanks to the District Coordinators who met with us in February of 1985, and helped us think through much of this vision.

What has happened to us and our world since 1979?

We have seen the reemergence of a right wing movement in the United States and in Europe; the beginning of the aids crisis; increasing world economic instability, new and devastating dimensions of hunger problem; the birth of a new, a more religious based anti-nuclear movement; and the Universal Church is struggling with its' identity and mission as perhaps never before -- trying to hold together tradition, institutional survival and the mission to transform culture on a planet that is fighting for its survival. In all this, who are we in UFMCC?

This has taken us back to looking at some basic tensions in our ministry and identity . Are we a gay/lesbian church? or a "Church for all people?" We first began to struggle with this (on paper) at our 1976 General

Conference. Our first Commission FFO document dealt with this tension. It said that we were those who had been excluded, and therefore, we did not want to exclude anyone (thus our sense of being a "church for all"). And yet, we knew that God called us to a very specific ministry in 1968 -- to go to our people, and tell them the good news of the gospel of Jesus Christ -- which had never been faithfully and publically proclaimed to gays and lesbians.

There are people in MCC who tend to favor one side or the other of this tension. Some feel that the term "gay church" is a distortion of who we are, that it does not say that we are a Christian church first, that it seems to say that being gay is all we have in common (and that it assumes we are all gay and lesbian): Others feel that the term "gay church" is not a bad one, but a fairly accurate one; that it affirms our calling, and is no different from, say, the African Methodist Episcopal Church in the United States. The A.M.E. Church calls itself a Black church though not all their members are black -- but their cultural heritage is that of Black struggle in the United States. Further more, some believe that our fear of being called a "gay church" is mostly our own internalized homophobia. Others feel that we cannot prematurely limit God's call to us: That though we have been called first to gays and lesbians it is ultimately to a much broader ministry that we may be being called to - to link ourselves with the causes of all of God's oppressed people, to reach out beyond our own communities, to let our vision grow wider

For now, it seems, our true identity is in not one of these positions, but in the tensions between them -- those tensions are not bad. Rather they are a lively seedbed for our future growth and maturity.

Contemporary church scholarship describes another tension in Christianity as the one between the evangelistic mandate and one of the cultural mandate.

The evangelistic mandate of the Church is the Great Commission, whereby we have been commanded to "make disciples of all nations", and, as it says in our By-Laws, (Article IV A1) to "edify" the church. This mandate means reaching the "unreached" peoples of the world, "ethni" literally, "people-groupings". We believe that gays and lesbians constitute an "ethni" (or perhaps more than one "ethni") that the Church has never evangelized. The only evangelization that has occurred among gays and lesbians has attempted to annihilate our culture, our identities, and even our lives.

The other mandate is the cultural one -- in our By-Laws, (Article IV A1), "that the world may be transformed". It is the basis of Jesus first sermon in (Luke 4:18-19) "The Spirit of the Lord is upon me...." Our cultural mandate is to challenge the evil oppressive systems of the world that destroy human life and spirit; and to lift up new ways of being and relating that affirm life and freedom. We are those who have been called to "turn the world upside down", to be living symbols, sacraments of the kingdom/realm of God.

One of the ways we have always thought of this mandate is through what Rev. Troy Perry has called "the three-fold gospel of salvation, community and Christian social action." We are in the community building business, and in those communities we struggle to fulfill the other two mandates. We are a lot like the earliest church, who took people incredibly diverse in class, race, traditions, lifestyles, politics, values and histories, and formed out of them a redemptive community. Its' hard work! Maybe the hardest human work there is. It means exasperation, stress upon stress, ailure, making mistakes -- but the successes, break throughs, miracles, and resurrections that God accomplished through human vessels make it worthwhile. In our doing this (in obedience to the twin mandates), we are making a major contribution to the story of the Christian Church -- a story about a "new thing" God is doing. Our story, our song.

And the Spirit is moving powerfully in our times - not only in us, but in other kindred spirits and movements all over the world -- we must continue to find these spirit-colleagues, wherever we are.

VII. GOALS FOR THE NEXT TEN (10) YEARS

These goals are obviously very general, and are the barest hint of things to come!

1. A strong viable MCC Congregations on every Continent.
2. Over five-hundred (500) Churches world wide; increase the membership of local churches within Districts by about fifty percent (50%), with the remainder of the increase taking place in World Church Extension area.
3. A Retreat and Retirement and Conference Center (or centers) fully operational and providing on-going programs and ministry.
4. An ongoing media ministry established and operational.

VIII. OUR FIVE (5) YEAR GOALS

Our Five (5) year goals are: (Also fairly general.)

1. Fellowship Headquarters - purchased or built -- ready to move in!
2. A Fellowship Publishing House fully operational - including church services, and supplies of all kinds, books, our own materials published, and audio/video tape ministries, etc..

IX. OUR TWO (2) YEAR GOALS

Two (2) year goals: (These are more specific, and may spill over into the five year period -- all of these have been accounted for in the budget process unless otherwise noted):

1. The Department of Global Outreach goals are as following:

- a. To fulfill our evangelistic mandate to call people to discipleship in Jesus Christ by targetting areas and populations for the establishment of new churches throughout the world; by providing financial assistance, personnel development; and proven program materials and positive imaging of UFMCC values through the use of media and other communication channels.
- b. To fulfill our cultural mandate as outlined in (Luke 4:18-19). "The Spirit of God is upon me, because God has anointed me to preach the gospel to the poor; has sent me to heal the brokenhearted, to preach deliverance to the captives, and recovering of sight to the blind, to set at liberty them that are oppressed. To preach the acceptable year of our God."
- c. To embody in vision and in values the three (3) fold gospel revealed to Rev. Troy Perry and UFMCC by the Holy Spirit -- of salvation, community and Christian social action.

The strategies for achieving these goals are as follows:

1. Activating financial participation of individuals voluntarily pledging ten dollars (\$10.00) a month above their tithes and encouraging churches to voluntarily pledge Fifth Sunday Offerings to help finance the Department of Global Outreach expenses, to increase resources and ministries for World Church Extension, to establish new work and strengthen present ones, to provide for long term Fellowship goals such as the establishment of a Retreat, Retirement and Conference Center, to finance Publishing materials for evangelism, and to involve each local church body in UFMCC in global outreach through personal, individual contact with Fellowship leadership.
2. To conduct a review of the literature in the field of church growth, and to adapt programs of proven effectiveness to meet the needs of UFMCC.
3. To do the research of demographics and social trends that will point us to effective means of church growth in targeted areas.
4. Developing tools for evangelism using professionally packaged materials and media.
5. Image Building - Creating positive images of UFMCC ministry through public appearance, and planned promotion.

6. Motivational Opportunities - Provide for personal evangelism by persons through the use of training exercises and programs.
 7. Church visitation by UFMCC Leadership bringing the exciting concept of global church development to the local level and involving local individual and church in programs of targeted support for specific ministries, which also ministries to each church in a local-church-positive, UFMCC-positive Spiritual Renewal. Churches which have never experience an Elders' visit, or such a renewal will now have that opportunity. We believe this program will fulfill both needs for local church strengthening and the Fellowship strengthening of.
2. The Fellowship Theology of Mission: The development of a Fellowship Theology of Mission. This will certainly take more than two (2) years, and it will be up to the General Council or Board of Elders to set up the process we should utilize to deal with this.
 3. Fellowship Publications: We believe that Fellowship needs and wants a Fellowship publication. The problem is, we are still trying to decide what kind of a publication we want, and how to fund it. The funding provided for JOURNEY was not nearly adequate -- at the same time, the Elders and JOURNEY editor took many steps to continually reduce the deficit, which we did. But in order for a publication to make money, we have to invest more money than we have been willing to do. For the magazine to accomplish all that people want it to accomplish, would require a full staff, which we have never been willing to pay for. We wish to express, our thanks to Ms. Paula J. Schoenwether who combined the skills of an editor, writer, graphic person, advertising manager and proof-reader.
 4. World Church Extension Growth: (See Rev. Elders Jean White's report).
 5. Ecumenical Relations Goals: (See Rev. Elder Nancy Wilson and Ms. Sandi Robinson's report).
 6. Programming on aids: In addition to what we have already done and will continue to do, we need to:
 - a. To use "grassroots" network to disseminate good information, to become a "hubs" of ministry in all our local areas.
 - b. To explore special funding (not in the budget -- meaning searching outside sources) for Fellowship aids program coordination.
 - c. Provide Fellowship sponsored seminars, regionally, on aids ministry, death and dying.
 7. Structural Changes: Implementation of whatever Fellowship, District or local church structural changes get passed at this General Conference -- this will take the whole two (2) years and longer!

8. Restructuring Changes: Major Programmatic restructuring by either the Board of Elders or the new General Council (the Elders have already begun work on this). Our Programmatic nomenclature is often confusing, and inconsistent, i.e.. "Boards," "commissions," "committees," "departments," etc.. We need to sort this out, and make sense of it in consultation with the program units themselves. This will certainly take two (2) years to accomplish. The purpose of this will be to become clearer on who is doing what, and why; accountability procedures; development of communication and to and from the Board of Elders/or General Council - and program units.
9. Developments: On going administrative developments - increased use of our computer, accounting systems refinement, development of better information systems, involving lay people with special expertise in administration, management and fund-raising; developing a comprehensive fund-raising program, etc..
10. Television Special: Airing the television special - "GOD, GAYS AND THE GOSPEL: This is OUR story," in North America, and as many countries as we can -- Providing District support materials and local church support materials to assist with preparing for the impact of the show. Also, making it available inexpensively to every local church for use in membership classes, speaking engagements, etc..
11. Christian Social Action: (See Chair, R. Adam DeBaugh's report).
12. Security and Contingency plans: The Board of Elders will be working on this the next two (2) years -- some elements have already been begun.
13. Staffing: The budget provides for some minimal staffing increases for the next two (2) years -- but we are in the process of really beginning to look at long term staffing needs. Many of our program areas will eventually need full time Fellowship staff, and this will be an ongoing concern.

Our report this year is the most comprehensive ever. Perhaps it is because we have been able to see past the continual "crises", and into planning for our future together. We ask for your continued prayers, and support and encouragement as we try to be faithful to our calling from God and our trust from you.

We love you, and are proud to have served as your Elders these past two (2) years.

Submitted by,

Rev. Elder Troy Perry, Moderator

Rev. Elder Freda Smith, Vice-Moderator

Elder Michael Mank, Treasurer

Rev. Elder Nancy Wilson, Clerk

Rev. Elder Jean White, Executive Secretary

Rev. Elder Jeri Ann Harvey, World Church Extension

Rev. Elder Donald Eastman, World Church Extension

ELDERS MEETING
TORONTO, ONTARIO, CANADA
JULY 8-9, 1983

TENTATIVE MINUTES

A ADMINISTRATION

A4 General Offices

A4.4 NOTE: Discussed with Ravi Verma about office staff. At our November meeting Ravi will give an evaluation of the office staff to the Board of Elders. Also reaffirmed that he is working on job descriptions and the personnel practices manual.

A6 Board of Elders

A6.1 Advisory Letters

83A6.1-2 MOVED that it is our understanding that a general offering which is titheable to the Fellowship must be taken at every scheduled worship service of an M.C.C.
(M-Wilson/2-Mank; Unanimous)

83A6.1-3 MOVED that we uphold Clarke Friesen's interpretation of the situation with M.C.C. in Abilene, Texas. (See Attachment #1)
(M-Wilson/2-Harvey; Unanimous)

A6.3 Mission Status Requests

83A6.3-4 MOVED we designate MCC-Salem, Oregon as a Mission in the U.F.M.C.C.
(M-Mank/2-White; Unanimous)

63A6.3-5 MOVED we designate MCC of the Redwoods, San Rafael, California as a Mission in the U.F.M.C.C.
(M-Smith/2-Harvey; Unanimous)

83A6.3-6 MOVED we designate MCC-Spokane, Washington as a Mission in the U.F.M.C.C.
(M-Mank/2-Arehart; Unanimous)

83A6.3-7 MOVED we reaffirm our mail ballot to designate the following M.C.C.'s as Missions in the U.F.M.C.C.: MCC-Birmingham, Alabama; MCC-Corpus Christi, Texas; Quad Cities MCC-Davenport, Iowa; MCC-Topeka, Kansas; Morning Star MCC-Worcester, Massachusetts; Divine Redeemer MCC-Glendale, California and Maranatha MCC-Hayward, California.
(M-Arehart/2-Harvey; Unanimous)

83A6.3-8 MOVED we designate MCC-Charleston, South Carolina as a Mission in the U.F.M.C.C.
(M-Smith/2-Mank; Unanimous)

83A6.3-9 MOVED we designate MCC-Montgomery, Alabama as a Mission in the U.F.M.C.C.
(M-Smith/2-Harvey; Unanimous)

33A6.3-10 MOVED we designate MCC-New Haven, Connecticut as a Mission in the U.F.M.C.C.
(M-White/2-Arehart; Unanimous)

83A6.3-11 MOVED we designate MCC-Mexico City, Mexico (Iglesia de la Comunidad Metropolitana) as a Mission in the U.F.M.C.C.
(M-White/2-Arehart; Unanimous)

A6.4 Charter Requests

83A6.4-4 MOVED we designate MCC-Dayton, Ohio as a Chartered Church in the U.F.M.C.C.
(M-Arehart/2-White; Unanimous)

83A6.4-5 MOVED we designate MCC at Boise, Idaho as a Chartered Church in the U.F.M.C.C.
(M-Smith/2-Harvey; Unanimous)

A6.500 Miscellaneous

A6.500 NOTE: Jeri Ann Harvey is co-Director of the Religious Coalition for the AIDS Project in Southern California.

ELDERS MEETING

PAGE 2

JULY 8-9, 1983

A6.500 NOTE: The Board of Elders goes on record supporting the work of the Gay Rights National Lobby in Washington, D. C. in the United States.

A7 Board of Elders Meetings

83A7.83-1 MOVED that the minutes of the Board of Elders meeting of February be approved with the notation that salary increases were not implemented.

(M-Wilson/2-Mank; Unanimous)

83A7.83-2 MOVED that tentative minutes be distributed to individual members of the Board of Elders within one week of the end of each Elders meeting. Each Elder shall have one week to correct any (in his/her opinion) inaccuracy. Tentative minutes, including both the original statement as well as the proposed correction will be distributed throughout the Fellowship within one additional week--thus guaranteeing distribution throughout the Fellowship within 30 days of the close of the meeting. Disputed areas of the minutes will be resolved as the first order of business for each Elders meeting. If no part is disputed, then the tentative minutes shall be re-designated official minutes by vote of the Board of Elders and shall be so included in the minutes of the approving meeting.

(M-Smith/2-Harvey; Unanimous)

All Church Services/Publications Department

All-1 NOTE: explore options for Church Services.

B BUDGET & FINANCE

B NOTE: Verbal report from the Treasurer. Finances are still tight. Our major objective is to pay for General Conference without bringing indebtedness to the Fellowship.

83B-1 MOVED to reaffirm decision in 1978 concerning U.F.M.C.C. funds for Districts and World Church Extension areas outside the U.S.A. (See Attachment #2)

(M-Mank/2-Wilson; Unanimous)

C DISTRICTS, CHURCHES & CHURCH EXTENSION AREAS

C3 South Atlantic District

83C3.0805-1 MOVED that we reaffirm our mail ballot on By-laws of St. John's MCC-Raleigh, North Carolina.

(M-Smith/2-Wilson; Unanimous)

83C3.0812-1 MOVED that we approve SOP's of MCC-Charlotte, North Carolina.

(M-Smith/2-Wilson; Unanimous)

C4 Southeast District

83C4.0704-1 MOVED that since MCC of the Palm Beaches, Florida lost their tithing records for November and December, we will estimate their tithes by averaging the last six months at their suggestion.

(M-Wilson/2-Harvey; Unanimous)

83C4.0708-1 MOVED that we approve the By-laws of MCC-Jacksonville, Florida.

(M-Smith/2-White; Unanimous)

C5 Great Lakes District

83C5.0508-1 MOVED that we approve the By-laws of MCC-Dayton, Ohio.

(M-Arehart/2-Mank; Unanimous)

83C5.0512-1 MOVED that we approve the By-laws of Redeemer MCC-Flint, Michigan.

(M-Arehart/2-Smith; Unanimous)

ELDERS MEETING
PAGE 3
JULY 8-9, 1983

C6 Mid-Central District

- 83C6.0303-1 MOVED not to approve By-laws of All God's Children MCC-Minneapolis, Minnesota and write a letter to them explaining that Section X, Article IX is in conflict with the U.F.M.C.C. By-laws, and ask them to resubmit them.
(M-Arehart/2-Harvey; Unanimous)

C7 South Central District

- 83C7.0405-1 MOVED that we approve the By-laws of MCC-Dallas, Texas.
(M-Perry/2-White; Unanimous)

C8 Northwest District

- 83C8.0216-1 MOVED that we approve the SOP's of MCC at Boise, Idaho.
(M-Smith/2-Harvey; Unanimous)
- 83C8.0222-1 MOVED that we approve the By-laws of Golden Gate MCC-San Francisco, California.
(M-Mank/2-Wilson; Unanimous)

G U.F.M.C.C. BOARDS, COMMITTEES & COMMISSIONS

G1 Office of Institutional Ministry

G1.1 Lawsuits (all)

- 83G1.1-1 MOVED that we send a letter to John Wahl stating that no money can be spent for prison ministry at the present time. Any requests for funds must go to the Fellowship Treasurer.
(M-Mank/2-Wilson; Unanimous)

G10 Clergy Credentials & Concerns Committee

G10.3 Judiciary Committee

- 83G10.3-5 MOVED to remove June Norris from the Judiciary Committee as she is now on the Clergy Credentials & Concerns Committee. We will name her replacement in November.
(M-Wilson/2-Harvey; Unanimous)

H SAMARITAN

- 83H-1 MOVED that we approve initial interim incorporation of Samaritan with an interim board using the management team until we receive the final report on the new structure, so that the Board of Elders has time to consider it and give feedback. (See Attachments 3 & 4)
(M-White/2-Harvey; Unanimous)
- 83H-2 MOVED that Sherre Boothman be appointed Dean of Samaritan.
(M-Harvey/2-White; Unanimous)
- 83H NOTE: We encouraged Sherre to work with the management team on a contract for herself.

J GENERAL CONFERENCE

- J87 NOTE: We have received a bid from MCC-St. Louis, Missouri for General Conference, 1987. Churches have until January, 1984 to put in their bids.

ELDERS MEETING

PAGE 4

JULY 8-9, 1983

K CLERGY CONFERENCE (EASTERN & WESTERN)

83K83-1 MOVED that the following Clergy preach at Western Clergy Conference:
Rev. Candace Naisbitt, MCC-Seattle, Washington;
Rev. Beverly Baptiste, MCC-Calgary, Alberta, Canada;
Rev. Ken Martin, MCC in the Valley, North Hollywood, California.
(M-Harvey/2-Arehart; Unanimous)

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ELDERS MEETING

TORONTO, ONTARIO, CANADA

JULY 15, 1983

TENTATIVE MINUTES

A ADMINISTRATION

A6 Board of Elders

A6 NOTE: A conference call will be held in August to appoint the Chair of Government Structures & Systems (to replace Elder Eastman), and to begin the process of appointments to the Board of Pensions.

A6.500 Miscellaneous

83A6.500-4 MOVED to elect the following slate of officers of the Board of Elders for the 1983-85 biennium:
 Moderator: Rev. Elder Troy D. Perry
 Vice Moderator: Rev. Elder Freda Smith
 Treasurer: Elder Michael Mank
 Clerk: Rev. Elder Nancy Wilson
 Exec. Secretary of World Church Extension: Rev. Elder Jean White
 (M-Eastman/2-Wilson; Unanimous)

ELDERS MEETING
CONFERENCE CALL
AUGUST 9, 1983

TENTATIVE MINUTES

ELDERS PRESENT: PERRY, SMITH, MANK, WILSON, HARVEY, WHITE, EASTMAN.

A ADMINISTRATION

A6 Board of Elders

A6.500 Miscellaneous

- 83A6.500-4 MOVED to endorse the August 27, 1983 March on Washington for Jobs, Peace & Freedom in Washington, D. C. along with the National Coalition of Black Gays, Gay Rights National Lobby, and the National Gay Task Force. Also sponsoring the March (which is a 20-year memorial of Dr. Martin Luther King, Jr.'s 1963 March) are the Southern Christian Leadership Conference, National Organization for Women, the N.A.A.C.P., many ecumenical organizations and denominations, and Coretta Scott King.
(M-Wilson/2-Harvey; Unanimous)

C DISTRICTS, CHURCHES & CHURCH EXTENSION AREAS

C1 Northeast District

- C1 NOTE: There has been considerable discussion with people from the Northeast District about crisis in leadership and money. Members of the Northeast District sought the advice and help of the Board of Elders at General Conference.

- 83C1-1 MOVED that Elder Eastman be appointed to chair an investigation of the critical status of the Northeast District and work with that District, neighboring Districts and the Board of Elders to find agreeable solutions.
(M-Wilson/2-Smith; Unanimous)

G U.F.M.C.C. BOARDS, COMMITTEES & COMMISSIONS

G6 Commission on Government Structures & Systems

- G6 NOTE: In November, the Board of Elders will evaluate the composition of the Commission on Government Structures & Systems after District elections, giving particular attention to the numbers of women and Third World persons.

- 83G6-1 MOVED to appoint Reverend John Gill as the new Chair of the Commission on Government Structures & Systems, to replace Reverend Don Eastman who was elected to the Board of Elders.
(M-Harvey/2-Mank; Unanimous)

G15 Department of Ecumenical Relations

- G15 NOTE: Reverend Perry and Reverend Wilson reported on their conversations with National Council of Churches leaders in Vancouver, British Columbia. Also, Reverends Perry and Wilson had the privilege of attending a morning worship service of the Sixth Assembly of the World Council of Churches, and some of their business meetings. Reverend Ernie LaCasse accompanied them (MCC-Vancouver had a booth at the Council's "Agora", or Fair); and Colleen Darraugh, an M.C.C. student at Emmanuel College in Toronto and co-coordinator of the Theological Students Conference of the World Council of Churches Assembly.

Further, the Elders will be discussing strategies for handling the upcoming National Council of Churches Governing Board Meeting on November 9-11, 1983, in Hartford, Connecticut.

ELDERS MEETING
CONFERENCE CALL
AUGUST 9, 1983
PAGE 2

G19 Board of Pensions

- 83G19-1 MOVED that an application form for appointment to the Board of Pensions will be circulated with Keeping In Touch this month, that the Fellowship attorney begin negotiations with a pension house for a pension plan and trust fund; and begin working on the structure and by-laws for a Board of Pensions; and that the Board of Elders begin the process of incorporating the Board until the new Board is appointed.
(M-Mank/2-Smith; Unanimous)
- 83G19-2 MOVED that Mr. Paul Sheldon of Calvary M.C.C., Redwood City, be appointed to the Board of Pensions and assist the Elders in setting up the Board.
(M-Mank/2-Smith; Unanimous)



UFMCC ~ South Central District

Arkansas - Louisiana - Missouri - Oklahoma - Texas

Mr. Clarke Friesen District Coordinator
P.O. Box 21359 Houston, Texas 77226
(713) 649-5645 / 649-5676

Rev. David Day
Assistant District Coordinator
(214) 522-2458

FYI

June 20, 1983

UFMCC Board of Elders
Rev. Elder Nancy Wilson, Clerk
5300 Santa Monica Blvd., Suite 304
Los Angeles, CA. 900029

Dear Friends in Christ:

Due to a situation involving homophobia reactions, Exodus MCC of Abilene (Texas) finds themselves evicted from their meeting place; and short of funds. The District has set up a "mission" fund to assist that church, and several churches of our District have made donations directly to Exodus MCC.

Per attached letter, to Eric Steele, Worship Coordinator, I have advised Abilene that funds directly from one of the other churches is not tithe-able. My rationale is outlined in the letter to Eric.

I would request advisement on this subject. We await your decision.

Love
Clarke Friesen
Clarke Friensen

Worship Coordinator Eric Steele
Exodus MCC of Abilene
P.O. Box 2473
Abilene, TX. 79604

cc: R. Eric Steele, Worship Coordinator, Abilene, TX.



UFMCC - South Central District

Arkansas - Louisiana - Miss

Mr. Clarke Friesen
P.O. Box 21359 Hc
(713) 649-564

Rev. David Day
Assistant District Coordinator
(214) 522-2458

June 20, 1983

Dear Eric:

Greeting in Love! Hope all is going well for you, and for Exodus. Know that you continue to be in my thoughts and prayers as you guide God's people in your City.

In reference to your question - "Should Abilene pay tithes on the love offerings/mission support being received?"

It appears to me that there are two categories involved here. The first would be those funds collected directly by the District and forwarded to Abilene as mission support. Those funds, I would suggest, should be tithe-able, since no tithes have been paid on those monies.

The second source is funds donated by one of our local churches. In effect, the donating church is "sharing" their general operating fund with Abilene - the tithe on that donation has already been paid by the donor church; hence, Abilene would not be required or expected to tithe on that.

This appears fair, and logical to me; and it is in keeping with the "Spirit of the Law". However, for full clarification, I am addressing a letter to the Board of Elders seeking their advisement. Subject to the Elders' advisement, please follow the above guidelines on the tithes.

Respectfully,

Clarke Friesen

Clarke Friesen

cc: UFMCC Board of Elders

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

* MCC in El Paso * New Life MCC of San Angelo * MCC of the Pines Texarkana *

Galveston * MCC of the Resurrection Houston * MCC of the Crossroads Joplin * MCC of Academe Lafayette * MCC of Lawton * MCC Little Rock * MCC Lubbock * Midland/Odessa

Exodus MCC Abilene * MCC Amarillo * MCC Austin * MCC of the Red Grande Valley Brownsville * MCC of Corpus Christi * MCC Dallas * MCC of the Queens Fayetteville * Agape MCC of Fort Worth * MCC

Tulsa * MCC of Greater * Harmony MCC Temple * MCC of Greater * Their Cities MCC San Antonio * MCC San Antonio City * MCC of Oklahoma City * Christ the King MCC Oklahoma City * Christ the King MCC New Orleans * Church of the Resurrection MCC New Orleans * MCC

NOTE: FROM 1978 ELDERS MINUTES, WILL NEED REVISION FOR PRESENT STRUCTURE.

Budgeting and Expenditure of UFMCC Funds for Districts and World Church Extension Areas outside of the United States of America.

PRESENT STRUCTURE:

STANDARD OPERATING PROCEDURE

1. Finance Committee:

- a. Each district outside of the United States shall have a finance committee of at least five (5) members including the district treasurer (who shall act as Chairperson), two (2) clergy representatives and two (2) lay representatives. The district may designate the manner of their appointment or election. The committee will approve financial reports submitted to the UFMCC, assist the district treasurer in preparing a yearly budget and approve such budget and approve such budget before submitting in to the District Conference and generally advise and assist as requested by the district treasurer.
- b. Each Church Extension Area shall also have a finance committee except that the committee shall consist of three (3) people including the area treasurer (who shall serve as the chairperson) and one (1) clergy and one (1) lay representative. The committee shall be appointed by the Church Extension Officer and approved by the Executive Secretary of World Church Extension. The committee will function in the same manner as district committee.
- c. Other areas under the Executive Secretary of World Church Extension shall have a finance officer who shall be appointed by and work under the direction of the Executive Secretary of World Church Extension to provide a budget and financial reports for the area designated by the Executive Secretary.

2. Universal Fellowship Metropolitan Community Churches Funds:

- a. In accordance with the UFMCC By-Laws, all church bodies shall set aside a minimum of ten percent (10%) of their collected funds (except for designated funds) for the administrative expenses of the UFMCC. The funds will be sent monthly to their designated jurisdiction to be administered by the finance officer or treasurer. The funds must be expended for UFMCC work in the designated area as described below or sent to the UFMCC Treasurers in Los Angeles, California, USA.

3. Budget:

- a. In June each treasurer or finance officer shall prepare a yearly budget for UFMOC funds for the next fiscal year from October 1 through September 30. The budget will be approved by the finance committee and district or area conference where appropriate. The budget for Church Extension areas shall then be reviewed by the Executive Secretary of World Church Extension and then forwarded to the UFMOC Treasurer. The District Coordinator will forward their approved budgets directly to the UFMOC Treasurer. The UFMOC Treasurer shall then review the budgets in relationship to the total proposed UFMOC budget will then be approved by the Board of Elders and presented to the General Conference for debate, revision, and adoption. Any exception to revision by the UFMOC Treasurer of a submitted budget may be brought to the floor of General Conference
- b. The budget described here is only for Fellowship funds. It is recognized that Church Extension areas are struggling to get established and that the total fund may rightly be used to assist in a wide range of activities subject to the approval process described above.

When a Church Extension area has grown large enough to be designated a district, a more careful delineation of the use of Fellowship funds is proper. Generally speaking, Fellowship funds are to be used for activities to benefit the whole Fellowship. A budget submitted for such funds would include such items as:

1. Travel for Elders and other Fellowship wide officers who may visit the district in fulfilling their responsibilities.
2. Advertising and public relations that emphasizes the total Fellowship and its work.
3. Medical plans, retirement programs, administrative expense where national law prevents Fellowship programs from taking effect within the districts with the understanding such programs shall be roughly equivalent to the official Fellowship programs.
4. The work of Fellowship commissions and/or committees within the district where authorized by the total commission and/or its Chairperson(s).
5. Church World Extension work within the district authorized by the District of Church World Extension.
6. Expenses connected with communicating with the Board of Elders and other Fellowship officers (i.e. postage, telephone).
7. A pro rata portion of administrative expenses connected with Fellowship as distinguished from district work.

8. Other items ruled appropriate by the Board of Elders upon recommendation of the Fellowship Treasurer.

We recognize some distinctions between district and Fellowship work will be difficult to draw. We will usually rely on the judgement of the finance officer or treasurer together with the finance committee and, where appropriate, the Director of Church Extension in making such decisions.

It is assumed that as a district grows, not all of its Fellowship fund will be used. Unless given specific approval by the Board of Elders, each district shall forward funds over the approved budget to the Fellowship office in Los Angeles each quarter to be used to benefit the total fellowship program.

4. Reports:

The finance officer and/or treasurer of each area or district shall be responsible for sending a quarterly financial report and an audited fiscal year financial report to the Fellowship treasurer in a reporting format developed by the Fellowship treasurer.

5. Accounting Practices:

Each area district shall keep records of Fellowship funds and their use according to accepted accounting practice. All bank accounts shall have two (2) signatures unless national law dictates other practice.

revised/85ev

June 13, 1983 .

To: The Board of Elders

From: The Management Team of Samaritan Educational Ministries

Re: Proposal to establish a foundation for Samaritan Educational Ministries

Dear friends,

The Management Team of Samaritan Educational Ministries has developed the following plan to secure the financial and administrative future of educational ministries within the UFMCC.

We are now in the process of seeking advice and feedback on this design of foundation, divisions, and executive director. We would appreciate your careful consideration of our proposal and ask that you help us identify any possible problems or pitfalls of this design. We would also like to take this proposal to your Research and Development Council at their meeting in September to obtain their feedback.

Both the Management Team and the staff of Samaritan Educational Ministries are at your disposal to answer any questions you might have. Thank you for your careful attention.

In Christ's service,

Samaritan Management Team

Keith Apple
Sherre Boothman
Phil Gallnitz
Jeff Pulling
Nancy Wilson

SAMARITAN EDUCATIONAL MINISTRIES

Purpose and Delineation of Responsibilities

The purpose of Samaritan Educational Ministries is to educationally serve the laypeople, clergy, and student clergy of the UFMCC and other interested persons.

Samaritan Educational Ministries has two divisions: Samaritan College and Samaritan Extended Studies. Samaritan Educational Ministries also oversees EXCEL.

Samaritan College focuses on student clergy training in resident classes in Los Angeles. These classes are open also to interested clergy and laypeople. Periodic intensive training events are provided for student clergy, and seminars/mini-courses for laypeople.

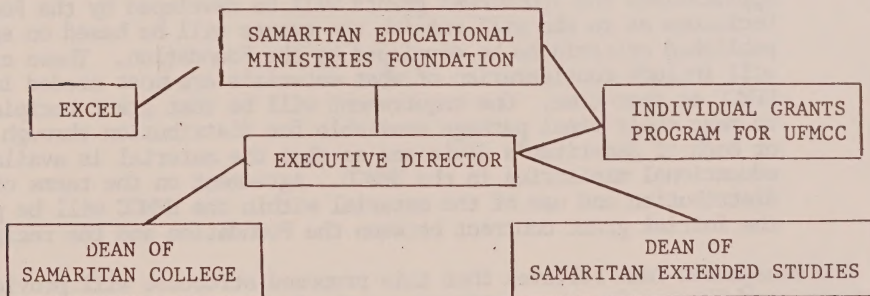
Samaritan Extended Studies provides correspondence courses, extension courses, and seminars for laypeople, student clergy, and clergy; adult educational materials; and ministry resources and packets. Samaritan Extended Studies also cooperates in planning clergy conferences and lay training conferences.

Proposed Structure of Samaritan Educational Ministries

In February 1983, the Management Team of Samaritan Educational Ministries began the process of developing a structure to support the future of Samaritan Educational Ministries. Our objectives are:

- (1) Provide a structure which will facilitate the funding of educational ministries in Samaritan and throughout the UFMCC.
- (2) Enable Samaritan to qualify for grant funds from a larger number of foundations.
- (3) Structurally separate fundraising, administrative, and educational functions.
- (4) Develop more direct lines of accountability in all areas of Samaritan's operation.

The structure we have developed is the following:



Functions:

Foundation: (1) Fundraising for educational ministries.

- (2) Submit budget requests to UFMCC based upon Executive Director's annual reports.
- (3) Receive all money from UFMCC sources for educational ministries and distribute them to Samaritan's divisions and to individual grants.
- (4) Make annual reports on income and expenditures to Board of Elders, and biennial reports to both the UFMCC Finance Committee and General Conference.
- (5) Hire and annually evaluate an Executive Director to administrate UFMCC educational ministries including Samaritan.
- (6) Receive and evaluate annual reports from Executive Director on developments in educational ministries.

Functions (cont'd)

Executive Director:

- (1) Administrate directives of Foundation for raising and distributing funds.
- (2) Supervise educational programming by:
 - (a) Hiring a Dean for Samaritan College and a Dean for Samaritan Extended Studies (with final approval by Foundation).
 - (b) Working with Deans to supervise development of administrative structures within the divisions to support the educational programs.
 - (c) Receiving and evaluating quarterly reports from each Dean.
 - (d) Coordinating work of the individual grant recipients and assisting the Deans in the distribution of the materials produced by the grants through one or both of Samaritan's divisions.

Division Deans:

- (1) Supervise existing programs and the development of new ones within their division.
- (2) Submit quarterly reports to Executive Director including the following information:
 - (a) Operation of the division over the 3-month period - program, administration, and finances.
 - (b) Any new program development.
 - (c) Estimated budgetary needs for the coming fiscal year and/or need for budgetary revision in current fiscal year.
- (3) Hire, supervise, and annually evaluate all faculty and staff for the division (with final approval by Executive Director).

Individual Grant Program:

Applications for individual grants will be developed by the Foundation. Decisions as to who will receive the grants will be based on specified published criteria to be developed by the Foundation. These criteria will include consideration of what materials are most needed in the UFMCC at that time. One requirement will be that grant recipients agree to make their final package available for distribution through one or both of Samaritan's divisions so that the material is available for educational ministries in the UFMCC. Agreement on the terms of this distribution and use of the material within the UFMCC will be part of the initial grant contract between the Foundation and the recipient.

The management Team believes that this proposed structure will provide the necessary capabilities for the continued growth of educational ministries within the UFMCC and the potential for establishing a sound financial base to secure the future of Christian education in the UFMCC. Necessary to the success of this structure and its development is the separate incorporation of Samaritan Educational Ministries (as distinct from UFMCC incorporation) as soon as possible. One of Samaritan's major difficulties in receiving grants has been that foundations were required to give the funds to the UFMCC, not directly to Samaritan, because of the nature of the current incorporation structure. When this has been discovered by foundations, even the most interested sources have turned Samaritan's requests down. With separate incorporation, the chances of obtaining substantial funds for implementing this structure and financing the internal grants program in the UFMCC would be greatly improved.

Proposed Implementation Goals

- April 1, 1983: Initial grant applications to a variety of sources are in process.
- September 1, 1983: Samaritan Educational Ministries is separately incorporated.
- January 1, 1984: Foundation is set up and takes over fundraising responsibility from Management Team. Foundation initiates search for Executive Director assisted by Management Team.
- January 1, 1985: Full structure implemented and functioning.

The current Management Team would continue its decision-making role until the Executive Director is hired and has completed an initial six-month probationary period. During this time the Executive Director would work with the Management Team and the Deans to become acquainted with the administrative issues and areas needing attention. Until the end of the Executive Director's probationary period, the Foundation would focus all its attention on raising the funds necessary to secure the implementation. At the end of the Executive Director's probationary period, he/she will be evaluated by both the Foundation and the Management Team. If the evaluations are satisfactory, the Management Team would then be dissolved giving over total responsibility to this new structure.

June 17, 1983

To: The Board of Elders and the Clergy Credentials and Concerns Committee
From: The Management Team of Samaritan Educational Ministries
Re: Proposal for Orientation Program for New MCC Clergy

Dear friends,

Attached is our proposal for a six-week intensive program for all student clergy approaching initial licensing and for clergy transferring their credentials from other denominations. As you can see, the stress is on practical aspects of pastoring in MCC that cannot be adequately covered in testing or non-MCC-oriented schooling. Included in this proposal are brief overall description, objectives and content for each of the subject areas to be covered, and a proposed schedule for the six weeks.

In this final draft of the proposal we have incorporated suggestions that came in as reaction to our first draft: an opportunity for these new clergy to meet Troy Perry personally on a formal and informal basis; adding alcoholism and substance abuse to the section on Counseling Ministry; and considering racism and other issues of being an ecumenical/inclusive church in all aspects of ministry.

We would appreciate your feedback about the program and how best to implement it. We would like to start it in 1984. What are your suggestions about making it mandatory from the beginning as opposed to starting it as a voluntary pilot program?

Thank you for your careful consideration of this program. Members of the Management Team and of the staff of Samaritan Educational Ministries will be available in Toronto to answer any questions you might have.

In Christ's service,

Samaritan Management Team

Keith Apple
Sherre Boothman
Phil Gallnitz
Jeff Pulling
Nancy Wilson

AN ORIENTATION PROGRAM FOR NEW MCC CLERGY

- I. GOAL: To provide a "boot camp" experience to orient prospective clergy to the practices of daily pastoring within MCC. This program is designed for both student clergy approaching initial licensing and clergy transferring their credentials from other denominations.
- II. BRIEF DESCRIPTION: The Samaritan Management Team and staff developed this outline at their March 1983 planning meeting to meet the above stated goal. The design is for a six-week intensive program covering practical areas that concern most MCC pastors. Subject areas include pastoral counseling, sexuality counseling, alcoholism and substance abuse, teaching and designing educational programs, planning and leading worship, preaching, beginning and ending a pastorate (candidating, contracting, terminating), office administration, record keeping, financial management, pastor/board relations, pastor/staff relations, community outreach, wider church outreach, stress and burnout, and continuing education. The six-week program is a combination of class sessions, field work, and local church visitation. In addition to orienting new clergy to the practices of MCC pastoring, the overall objectives are to explore how all aspects of ministry are carried out in an ecumenical/inclusive Christian church, to develop an appreciation for the diversity of our denomination and of our clergy, and to build support systems and cooperation among our clergy.

The orientation program is designed for the Los Angeles area and would be sponsored and supervised by Samaritan College (the resident school division of Samaritan Educational Ministries). The Los Angeles site suits the program well to help achieve the objectives of exposing future clergy to our diversity as a denomination and to increase their awareness of the ecumenical character of our congregations. The UFMCC has a large and diverse number of local congregations in the Los Angeles area.

The class sessions would focus on the subject areas mentioned above. The length of time for each of the subject areas would range from one to five days. The classes would be taught by faculty brought in from all over the Fellowship to share their expertise. Since any given instructor would be present for only a small portion of the six weeks, the ongoing programs of field work and local church visitation would be coordinated by the Dean of Samaritan College with the pastors and boards of the local churches.

An overall look at the six weeks is as follows:

- Week 1 - The Counseling Ministry of MCC Clergy
- Week 2 - The Teaching Ministry of MCC Clergy
- Week 3 - The Worship Leading Ministry of MCC Clergy
- Week 4 - The Preaching Ministry of MCC Clergy
- Week 5 - The Administrating/Facilitating Ministry of MCC Clergy
- Week 6 - Self Care and Growth in MCC Ministry

III. OBJECTIVES AND CONTENT FOR THE SUBJECT AREAS:

A. The Counseling Ministry of MCC Clergy

1. Objectives for Students:

- a. Review the basic concepts of pastoral counseling and the skills involved;
- b. Experience use of basic skills (videotaping);
- c. Know when and how to do referrals;
- d. Demonstrate basic knowledge of counseling and referrals around sexuality issues;
- e. Demonstrate basic knowledge of counseling and referrals around alcoholism and substance abuse issues;
- f. Show sensitivity for counseling in an ecumenical/inclusive environment.

2. Content:

- a. Pastoral counseling concepts and skills;
- b. Sexuality counseling;
- c. Alcoholism and substance abuse counseling;
- d. Counseling in an ecumenical/inclusive environment (race, gender, age, and religious background issues).

B. The Teaching Ministry of MCC Clergy

1. Objectives for Students:

- a. Plan a yearlong calendar of Christian education activities for a local church;
- b. Know basic approaches in planning an educational unit;
- c. Demonstrate ability to design programs for a variety of formats (varying group sizes, classroom environment, workshops, retreats);
- d. Know different styles of teaching and learning;
- e. Demonstrate use of basic communication skills in facilitating group discussion (videotaping);
- f. Show awareness of the group dynamics in a classroom setting (videotaping);
- g. Show sensitivity for teaching in an ecumenical/inclusive environment.

2. Content:

- a. Methods of educational planning and program-designing for a church;
- b. Teaching methods:
 - i. Communication skills involved in facilitating discussion;
 - ii. Group dynamics of a classroom;
 - iii. Adapting/writing format for different environments;
 - iv. Teaching styles for different kinds of learners.
- c. Needed ecumenical awareness in program design and approach of teacher (especially in Biblical and theological study);
- d. Needed inclusive awareness in program design and approach of teacher (race, gender, and age issues);
- e. Developing teachers in a congregation for Christian education.

C. The Worship Leading Ministry of MCC Clergy

1. Objectives for Students:

- a. Demonstrate awareness of ecumenical character of MCC congregations in worship planning and leadership;
- b. Demonstrate sensitivity to inclusiveness for all congregational members in planning and leading of worship (race, gender, and age issues);
- c. Demonstrate ability to lead worship in diverse situations (videotaping);
- d. Show ability to order worship, present and reinforce themes, etc;
- e. Plan participation of staff and lay members;
- f. Design program for training people to participate in worship services.

2. Content:

- a. Ecumenical, diversity, and inclusivity concerns in MCC;
- b. Planning a service of worship:
 - i. Order of worship;
 - ii. Staff and lay involvement;
 - iii. Inclusivity;
 - iv. Sacraments.

ORIENTATION PROGRAM (page 3)

- c. Leading worship:
 - i. Corporate prayer;
 - ii. Sacraments and rites;
 - iii. Oral interpretation of Scripture.
 - d. Program approaches for training others to participate in worship services:
 - i. Corporate prayer;
 - ii. Sacraments and rites;
 - iii. Oral interpretation of Scripture.
- D. The Preaching Ministry of MCC Clergy
- 1. Objectives for Students:
 - a. Prepare sermons of various types;
 - b. Demonstrate effective delivery of prepared sermons (videotaping);
 - c. Be able to critique one's own sermon and delivery style;
 - d. Show ability to adjust preaching style to a variety of situations;
 - e. Show sensitivity to preaching in an ecumenical/inclusive environment (race, gender, age, and religious background issues).
 - 2. Content:
 - a. Beginners (student clergy with little or no preaching experience):
 - i. Methods of sermon preparation;
 - ii. Types of sermons;
 - iii. Sermon delivery and critique (videotaping).
 - b. Advanced (student clergy with significant preaching experience):
Preaching experience in a variety of settings followed by critique (videotaping).
 - c. Those transferring from other denominations and who have years of preaching experience will use this week in two ways:
 - i. Seminar discussions about the transition to MCC and its personal/professional effects, the differences in preaching in MCC, etc.
 - ii. Additional field work in local churches.
- E. The Administrating/Facilitating Ministry of MCC Clergy
- 1. Objectives for Students in Beginning and Ending a Pastorate:
 - a. Know how to apply for a pastorate;
 - b. Know dynamics of candidating situation;
 - c. Demonstrate basic interviewing skills;
 - d. Know possible forms and suggested content for a contract;
 - e. Demonstrate negotiating skills in developing a contract with a Board of Directors;
 - f. Know possible ways to professionally handle resigning;
 - g. Show awareness of expected behaviors of members in a termination situation;
 - h. Demonstrate counseling ability for termination situation;
 - i. Know ways to take care of oneself in a termination and transition process.
 - 2. Objectives for Students in Office Administration & Record Keeping:
 - a. Demonstrate ability to use UFMCC paperwork for pastors and local congregations (field trip to Fellowship offices);
 - b. Know materials and services provided by UFMCC to pastors and congregations;
 - c. Design an administrative system which facilitates lay involvement;
 - d. Design a record keeping system;
 - e. Show awareness of how office administration facilitates the ministries of a church and affects the interaction within a congregation.

3. Objectives for Students in Financial Management:
 - a. Know basic accounting procedures and how to maintain financial records;
 - b. Know basic concepts of annual budgeting and financial planning;
 - c. Design a stewardship program for a church.
4. Objectives for Students in Pastor/Board Relations:
 - a. Know clearly the responsibilities of Board of Directors and pastor;
 - b. Know how to set an agenda and moderate a meeting;
 - c. Show awareness of Board work and interaction between meetings.
5. Objectives for Students in Pastor/Staff Relations:
 - a. Know how to define staff roles within a church;
 - b. Demonstrate knowledge of a variety of administrative systems for supervising staff training and activity;
 - c. Show sensitivity for supervising a staff in the context of an inclusive/ecumenical ministry (race, gender, age, and religious background issues);
 - d. Know ways of delegating responsibility to and receiving feedback from staff members;
 - e. Design a training program/supervisory program for student clergy;
 - f. Design a training program for deacons.
6. Objectives for Students in Community and Wider Church Outreach:
 - a. Define role of MCC clergy and church in the local gay/lesbian community;
 - b. Define role of MCC clergy and church in the general community;
 - c. Know how to establish local ecumenical relations with other churches and clergy;
 - d. Show awareness of how to deal with media;
 - e. Show awareness of gay/lesbian legal rights, lawyer referrals, relations with law enforcement personnel, etc.
 - f. Develop outline of program for equipping lay members for outreach;
 - g. Show sensitivity for developing outreach from a would-be "ecumenical/inclusive church" to enable a more truly ecumenical/inclusive ministry (race, gender, age, and religious background issues).

F. Self Care and Growth in MCC Ministry

1. Objectives for Students in Stress and Burnout:
 - a. Show awareness of stresses in both personal and professional life;
 - b. Know how to handle stress;
 - c. Know symptoms of burnout and prevention techniques.
2. Objectives for Students in Continuing Education:
 - a. Know the importance of continuing professional and personal growth;
 - b. Show ability to evaluate oneself in all areas of ministry;
 - c. Know resources available to oneself to grow in all areas of ministry;
 - d. Show awareness of, programs both within and outside UFMCC for one's continuing education;
 - e. Know a variety of approaches to set up collegial support networks both within UFMCC and with colleagues outside UFMCC;
 - f. Design a five-year program for one's own continuing professional growth using a variety of resources.

ORIENTATION PROGRAM (page 5)

IV. PROPOSED SCHEDULE: Six weeks during June and July. Participants will arrive on Sunday and start with orientation on Monday.

A. First Week:

1. Days & Hours:

Mon., Wed., Fri.: 9AM - 12 NOON, 2PM - 4PM, 7PM - 9PM.
Tues., Thurs.: 1PM - 5PM, 7PM - 9PM.
Sat.: off

2. Topics:

Mon. morning: Orientation to program. Meet program staff. Visit Fellowship offices.
Mon. afternoon: Discussion with Troy Perry and other available Elders.
Mon. evening: Socializing with Troy Perry, other available Elders, and program staff.
Tues. - Fri.: Counseling Ministry (see III-A).

B. Second Week:

1. Days & Hours:

Sun.: local church visitation.
Mon.: class from 9AM - 12 NOON, 2PM - 4PM, 7PM - 9PM.
Tues.: class from 1PM - 5PM; field work in evening.
Wed.: class from 9AM - 12 NOON, 2PM - 4PM; field work in evening.
Thurs.: class from 1PM - 5PM, 7PM - 9PM.
Fri.: class from 9AM - 12 NOON, 2PM - 4PM, 7PM - 9PM.
Sat.: off.

2. Topic:

Mon. - Fri.: Teaching Ministry (see III-B).

C. Third Week:

1. Days & Hours: same as Second Week.

2. Topic:

Mon. - Fri.: Worship Leading Ministry (see III-C).

D. Fourth Week:

1. Days & Hours: same as Second Week.

2. Topic:

Mon.- Fri.: Preaching Ministry (see III-D).

E. Fifth Week:

1. Days & Hours: same as Second Week.

2. Topics:

Mon.: Beginning and Ending a Pastorate (see III-E-1).
Tues.: Office Administration and Record Keeping (see III-E-2).
Wed.: Financial Management (see III-E-3).
Thurs. afternoon: Pastor/Staff Relations (see III-E-5).
Thurs. evening: Pastor/Board Relations (see III-E-4).
Fri.: Community and Wider Church Outreach (see III-E-6).

F. Sixth Week:

1. Days & Hours: same as Second Week (ending on Friday).

2. Topics:

Mon.: Stress and Burnout (see III-F-1).
Tues. - Fri. noon: Continuing Education (see III-F-2).
Fri. afternoon: Closing Evaluation.
Fri. evening: Socializing.
Sat.: Departure.

ELDERS MEETING
LOS ANGELES, CALIFORNIA
NOVEMBER 12-15, 1983

A ADMINISTRATION

- 83A-2 MOVED all salaried staff with the exception of those in the Executive Offices, Samaritan Educational Ministries and Board of World Church Extension, serve under the direction of the Director of Administration.
(M-Eastman/2-Harvey; Unanimous)

A4 General Offices

A4.4 Director of Administration

- 83A4.4-1 MOVED we received the Director of Administration's report from Ravi Verma.
(See Attachment #1) (M-Smith/2-White; Unanimous)

A6 Board of Elders

A6.1 Advisory Letters & Directives (procedures & definitions)

- 83A6.1-4 MOVED that the Director of Administration staff all meetings of the Board of Elders.
(M-Smith/2-Mank; Unanimous)

- 83A6.1-5 MOVED that we approve Elder Wilson's decision in her letter to MCC-Charlotte regarding tithes. (See Attachment #2)*
(M-Wilson/2-White; Unanimous)

- 83A6.1-6 MOVED that a letter be sent to King of Peace MCC by Elder Smith on tithing on collected funds. (See Attachment #3)
(M-Smith/2-Wilson; Unanimous)

- 83A6.1-7 MOVED on all three questions in Lynn Guerra's letter, that according to the Fellowship By-laws, none of these persons are eligible to vote.
(See Attachment #4) (M-Wilson/2-Perry; Unanimous)

- 83A6.1-8 MOVED that we write to Rev. Joseph Gilbert re: membership. (See Attachment #5)
(M-Mank/2-Wilson; Unanimous)

- 83A6.1-9 MOVED in response to a request from former District Coordinator, Carol Dees, (concerning Clergy not assigned to a Church--do they count in a District's quorum?) The Clergy quorum at the District Conference consists of those clergy which are affiliated through membership with a Church in that District.
(M-Eastman/2-Wilson; Unanimous)

A6.3 Mission Status Requests

- 83A6.3-12 MOVED that we approve MCC-Acadiana, Lafayette, Louisiana for Mission Status in the UFMCC.
(M-Harvey/2-Mank; Unanimous)

- 83A6.3-13 MOVED that we approve MCC-Las Vegas, Nevada for Mission Status in the UFMCC.
(M-Harvey/2-Smith; Unanimous)

A6.4 Charter Requests

- 83A6.4-6 MOVED that MCC-Ventura, California be approved for Charter Status in the UFMCC.
(M-Wilson/2-Mank; Unanimous)

Elders Meeting
Page 2
November 12-15, 1983

A6.500 Miscellaneous

- 3A6.500-5 MOVED we continue our contract with the Fellowship corporate attorney.
(M-Mank/2-Harvey; Unanimous)

A6.6 Fellowship SOP's

- 3A6.6-3 MOVED we respond to Reverend Vierra concerning first year licensing.
(See Attachment #6) (M-Smith/2-Eastman; Unanimous)
- 3A6.6-4 MOVED the By-laws do not specifically deal with the issue in question, whether or not to use the title "Reverend" for those clergy serving Metropolitan Community Churches who are not credentialled by us. We would recommend that local Church bodies use their own discretion. (See Attachment #7)
(M-Eastman/2-Wilson; Unanimous)

A7 Board of Elders Meetings

- A7.83-3 MOVED that we approve the July and August minutes of Elders meetings.
(M-Smith/2-Wilson; Unanimous)

A11 Church Services/Publications Department

A11.8 Journey

- A11.8-1 MOVED we received report from Editor of Journey Magazine. (See Attachment #8)
(M-Harvey/2-White; Unanimous)
- A11.8-2 MOVED we create a subcommittee of the Board of Elders to study costs, benefits and other issues related to Department of Publications and report back to the Board of Elders at our next meeting. Subcommittee to consist of Reverend Elder Don Eastman, Frank Zerilli, Ravi Verma and Paula Schoenwether.
(M-Eastman/2-Mank; Unanimous)

B BUDGET & FINANCE

B1 Salaries & Honoraria

- 3B1-1 MOVED that we allot Freda Smith \$100 per month for administrative expenses as Vice Moderator.
(M-Mank/2-Eastman; Unanimous)
- B1-2 MOVED that our per diem policy is \$20 for Fellowship business for Elders, Executive Secretary and the Director of Administration.
(M-Mank/2-Harvey; Unanimous)

C DISTRICTS, CHURCHES & CHURCH EXTENSION AREAS

- 3C-1 MOVED that liaison Elder appointments be as follows:
- | | |
|------------------|--------------------------------------|
| Jeri Ann Harvey: | Northeast & Mid-Central |
| Nancy Wilson: | Mid-Atlantic & Southwest |
| Freda Smith: | South Atlantic & Great Lakes |
| Don Eastman: | Southeast & South Central |
| Michael Mank: | Northwest & Eastern & Western Canada |
| Troy Perry: | Northern Australia |
- (M-Smith/2-White; Unanimous)

Elders Meeting
Page 3
November 12-15, 1983

- C1 Northeast District
- 83C1-2 MOVED that we accept report from Elder Eastman on Northeast District.
(See Attachment #9) (M-Eastman/2-Harvey; Unanimous)
- C3 South Atlantic District
- 83C3-0808-1 MOVED that we accept that MCC-Memphis, Tennessee has given up its Mission Status and is returned to Study Group Status.
(M-Harvey/2-White; Unanimous)
- C5 Great Lakes District
- 83C5-1 MOVED in view of the fact that GSS is considering changing District boundaries, we do not wish at this time to anticipate their proposals by making any changes in boundaries before General Conference. Therefore, the District boundaries of the Great Lakes District and Mid-Central District are to stay as they are presently: all of Illinois except Quincy will remain in the Great Lakes District.
(M-Eastman/2-Smith; Yes: Eastman, Harvey, Mank, White, Wilson. Nay: Smith)
- C6 Mid-Central District
- 83C6.0315-1 MOVED that By-laws of MCC-Springfield Family, Springfield, Missouri are not in violation of UFMCC By-laws.
(M-Wilson/2-Mank; Unanimous)
- C7 South Central District
- 83C7-1 MOVED that By-laws of the South Central District are not in violation of UFMCC By-laws.
(M-Mank/2-White; Unanimous)
- C9 Southwest District
- 83C9.0104-1 MOVED we accept \$10,000 and 40 shares of stock from the savings of MCC-Beach Cities, Santa Monica, California to go into a special savings account to await action of the General Conference. We relay the request from the Board of Home Missions to General Conference. Michael Mank will work with Walt Crosley to close down MCC-Beach Cities. (See Attachment #10)
(M-Smith/2-White; Unanimous)
- C11 Northern Australian District
- 83C11.2502-1 MOVED that the By-laws of MCC-Sydney, Australia are not in violation of UFMCC By-laws.
(M-White/2-Mank; Unanimous)
- G UFMCC BOARDS, COMMITTEES, COMMISSIONS
- 83G-1 MOVED we send letters expressing our deep appreciation to all outgoing Chairs not reappointed.
(M-Mank/2-Harvey; Unanimous)
- G1 Office of Institutional Ministry
- G1.1 Lawsuits (all)
- 83G1.1-2 MOVED that we express our deep thanks to John Wahl for his exceptional work in our prison ministry lawsuits over the last ten years. We especially appreciate his personal contributions of time and money and expertise. Through John's work we have won the lawsuit against the State of California and are continuing appeal with the State of Michigan and our ongoing prison suit against the Federal Bureau of Prisons.
(M-Wilson/2-Harvey; Unanimous)

E-26

- 83G9-6 MOVED that we received the report from the Commission on Special Ministries.
(See Attachment #14) (M-White/2-Eastman; Unanimous)
- 83G9-7 MOVED that we table report from the Task Force on Substance Abuse until March,
including appointment of a Chair. (M-Mank/2-Harvey; Unanimous)
- G10 Clergy Credentials & Concerns Committee
- G10-3 Judiciary Committee
- 83G10-3.6 MOVED we dissolve Judiciary Committee with letters of thanks. New appointees
to this committee are: Reverends John Hose, Dee Lamb and Phil Speranza, Chair.
- G11 UFMCC By-laws Committee
- 83G11-1 MOVED that Allen Povey of Baltimore, Maryland be appointed Chair of By-laws
Committee. Other appointments tabled until March.
(M-Eastman/2-White; Unanimous)
- 83G11-2 MOVED we received report from the By-laws Committee. (See Attachment #15)
(M-Mank/2-White; Unanimous)
- G14 Committee on Church Hymnody
- 83G14-5 MOVED we received report from the Committee on Church Hymnody and to name the
people listed in the report to the Committee and Reverend Jim Mitulski as Chair.
(See Attachment #16) (M-Wilson/2-Smith; Unanimous)
- G15 Department of Ecumenical Relations
- 83G15-2 MOVED to table the appointment of Directors of Ecumenical Relations until March.
(M-Harvey/2-White; Unanimous)
- G15.3 Religious Gay Organizations
- 83G15.3-1 MOVED to accept John Hose's report to the Elders on the annual meeting of the
Lesbian/Gay Interfaith Alliance. (See Attachment #17)
(M-Wilson/2-White; Unanimous)
- G16 Fellowship Media Committee
- 83G16-2 MOVED to appoint committee to view TV show: Moderator, Treasurer, Al Smithson,
and Reverend Susan Eenigenberg. (M-Smith/2-Eastman; Unanimous)
- G18 Fellowship Finance Committee
- 83G18-1 MOVED to appoint Mr. Tom Reveley as Chair of Finance Committee.
(M-Mank/2-Eastman; Unanimous)
- 83G18-2 MOVED to appoint Ms. Rhonda Prichard, MCC-Omaha, Nebraska; Reverend Carol Wier,
Princeton, New Jersey; and Reverend Reid Christensen, Carbondale, Illinois to
Finance Committee.
(M-Mank/2-Harvey; Unanimous)

Elders Meeting
Page 6
November 12-15, 1983

- G19 Board of Pensions
- 83G19-3 MOVED we incorporate the Board of Pensions and hold a conference call before our next meeting to appoint the other members. The following people will be appointed to incorporate: Paul Sheldon, Elder Michael Mank, Reverend Elder Nancy Wilson and Reverend Elder Troy Perry.
(M-Mank/2-Wilson; Unanimous)
- 83G19-4 MOVED we appoint John Willy to the Board of Pensions in formation. Other applications are pending.
(M-Mank/2-Wilson; Unanimous)
- 83G19-5 MOVED that as of January 1, 1984, the expenses of running the pension program will be totally assumed by the Board of Pensions and furthermore that the \$3500 initial design fee (interest free) is to be paid by the Fellowship to be reimbursed over a period of 36 months. Until January 1, the initial administrative expenses will be borne by the Fellowship in consultation with the Treasurer and Director of Administration.
(M-Mank/2-Harvey; Unanimous)
- G21 Spiritual Life and Clergy Care Center
- 83G21-1 MOVED that we received report from Spiritual Life and Clergy Care Center. (See Attachment #18)
(M-Wilson/2-Smith; Unanimous)
- H Samaritan Educational Ministries
- 83H-3 MOVED that we accept whole report and action items from Samaritan, including the appointment of the new Management Team. (See Attachment #19)
(M-Harvey/2-Wilson; Unanimous)
- J General Conference
- J83 General Conference XI - Toronto, Ontario
- 83J83-3 MOVED Board of Elders discussed final evaluation of General Conference, 1983. A final financial report is attached. (See Attachment #20)
(M-Wilson/2-Mank; Unanimous)
- J85 General Conference XII - Sacramento, California
- J85 NOTE: Discussed the preliminary budget of General Conference, 1985, made interim decisions. Ravi will hire the General Conference Coordinator as soon as possible.
- J87 General Conference XIII
- J87 NOTE: Elders Mank and Wilson and the General Conference Coordinator will meet with Dignity in January, 1984 to choose a site for the 1987 Conference.



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

REPORT TO THE BOARD OF ELDERS

FROM: RAVI VERMA, DIRECTOR OF ADMINISTRATION

The following report outlines the major areas that I have been concentrating on since our meeting in July, 1983 in Toronto.

- (1) Health Insurance: Due to legal and practical problems, UFMCC does not offer denominational health insurance coverage for our clergy. I have been active in pursuing claims settlements with the old insurance company and have been of limited help to some of our clergy in finding adequate insurance coverage. The Fellowship office staff is now being covered through a group plan underwritten by "Equitable Insurance Co."
- (2) Finances: Attached are the Income and Expenses statement for the two quarters ending 30 June, 1983 and 30 September, 1983. We are no longer working with the CPA firm that has prepared financial reports in the past. Another outside accounting firm will be preparing our monthly, quarterly and year end financial statements starting in October, 1983 (i.e. At the start of our budget adopted by General Conference VII). This firm will also assist us in preparing all the back up documentation we need to prepare for obtaining an audited statement in the future. A letter was sent to all commissions, committees and boards to set up regular financial accounting. A similar letter was also sent to all districts outside of the U.S. and the World Church Extension areas.
- (3) Remodeling of the Offices: As part of renewing the lease for office space at our present location the landlord has at minimal cost remodelled the offices (new carpet, paint, more effective use of space, centralized filing, etc.). We will be holding an "open house" for the entire fellowship to come and see our new look!
- (4) Personnel Practices Manual: Guidelines for sick time, overtime, vacation, etc. have been established and a performance evaluation system is in place. The first stage involves detailed job descriptions for the staff. A written personnel practices manual will be submitted for your approval at the next elders meeting.

The Reverend Troy D. Perry, Founder

- (5) Equipment: Our attorney has been reviewing our lease arrangements for all our office equipment. Some leases have been terminated (i.e. Savin Copier). I have been exploring getting word processing equipment that will greatly enhance our efficiency and ability to better serve the fellowship.

It's been about four months since General Conference and much of my time has been spent in learning the "system", the staff, and listening to the needs of our people. In the next few months I will be working with the staff to implement systems to do our work in a timely, organized and effective way and to better serve you and the fellowship.

Some areas we will be working on are:

- (1) Church Services -- Revising and printing existing material, printing new materials, responding quickly to orders, etc.
- (2) Working with Government Structures and Systems to collect financial and program information that they need.
- (3) Assisting commissions, committees and boards.
- (4) Develop and maintain accurate mailing lists.
- (5) Greater involvement in other gay/straight/religious/secular organizations and media.



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

October 7, 1983

E-30

ACTION PLAN

Reverend Lynn Guerra
Metropolitan Community Church
1927 North Sharon Amity
Charlotte, NC 28205

Dear Lynn:

In response to your letter of September 15, I am offering my personal opinion regarding titheable income. I will offer this to the Board of Elders at our meeting in November for their approval or correction.

It is really important when looking at the issue of tithing that we use common sense when sorting these problems out. We understand that money passes through General Funds of Churches for a variety of reasons. It is not our expectation that any amount of money should be tithed on twice simply because of how it goes through the general fund. Paying tithes on the profit would be our expectation.

I hope this helps.

Grace & Peace

Nancy Wilson
Reverend Elder Nancy Wilson
Clerk, Board of Elders

NW/fkz

P.S. On the other hand, I don't know of any Church who has been harmed by paying tithes twice. At DeColores we found we were doing that by accident, and it hasn't hurt us!



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

November 30, 1983

Worship Coordinator and Congregation
King of Peace MCC
696 Arlington Ave. North
St. Petersburg, FL 33701

Dear Friends,

We received a letter from Rev. Jack Herman who was your interim pastor on October 21st, 1983, a copy of which I am enclosing. The Board of Elders met and discussed the suggestions and ideas that he had and we drafted the following response to help you in your interpretation of tithing. We found Rev. Herman's suggestions that UFMCC form D-001 be revised to provide appropriate blanks for reporting and tithing upon all collected funds as required by UFMCC By-laws, Article 10C, to be an excellent suggestion. We appreciate that he pointed out the fact that inadequate forms can lead to misunderstanding of the requirements of stewardship.

The interpretation that all income except designated funds, etc. to both Fellowship and district tithes, is correct. However, in the specific instances which you have outlined, "other money from such sources as dinners, soft drinks, coffee and interest i.e. on investment of building fund deposits", it is necessary to establish whether the net revenue is going to the general fund and is titheable, or whether the net revenue is targeted for designated funds and is not titheable. (It should be noted here that many congregations do tithe the monies received for designated funds although they are not required by statute to do so.)

Specifically in this instance, interest on money designated for building fund is assumed to be invested back into the building fund and thus is exempt as a designated fund. However, if the money received's interest is directed back into the general fund, then that amount is titheable.

God bless you in your ministry to our sisters and brothers in King of Peace MCC in St. Petersburg.

Yours in Christ,

Rev. Freda Smith
Rev. Elder Freda Smith
for The Board of Elders



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

November 30, 1983

Rev. Lynn Guerra
MCC Charlotte
1927 N. Sharon Amity Road
Charlotte, NC 28205

Dear Rev. Guerra,

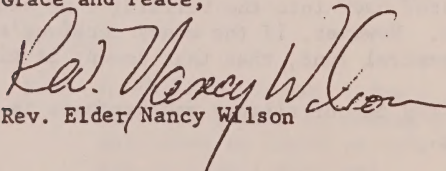
In answer to the questions you proposed to the Board of Elders regarding voting in the South Atlantic District, our answers are as follows:

Regarding item number one, are lay worship coordinators of chartered churches and missions eligible to vote at district conference, according to the Fellowship By-laws. They are not. The same is true of question number two, do all district officers have a vote. No district officers other than the district coordinator may vote unless they are a clergy or a lay delegate. Three, the Fellowship By-laws clearly states that study groups may have one official observer with voice but no vote.

You have stated that study groups vote in your district. Strictly speaking, the By-laws do not permit study groups to vote at district conferences.

Thank you for your questions. God bless you in your ministry and your new position as Assistant District Coordinator of the South Atlantic District.

Grace and Peace,


Rev. Elder Nancy Wilson

cc: Rev. June Norris
Rev. Michael Piazza, District Coordinator

NW/ca



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

November 30, 1983

Rev. Joseph Gilbert
MCC Philadelphia
P.O. Box 8174
Philadelphia, PA 19101-8174

Dear Rev. Gilbert,

Your letter of October 1st, 1983, has been discussed by the Board of Elders. Unfortunately our response may not arrive in time for your November meeting, however here is some brief thinking on the matters you raised:

The proposal to insert in your local By-laws, Article 3, Section 2, "have paid \$4.00 a year in dues" more narrowly defines membership requirements for the local church and could be interpreted as being in conflict with the Universal Fellowship By-laws. It is our opinion that this addition would not be a wise decision.

Concerning the wisdom of having an odd number of lay members on the Board of Directors versus an even number, the odd numbered Board would be preferred by most groups as it would prevent votes being tied when voting is necessary. However, this does not account for the reality that a board member may be absent from a meeting and once again you are back to an even number of people voting. Since at least five members are required on a chartered church board, your proposal does not conflict with the Fellowship By-laws and our wisdom is to decide to let your church decide on this naughty issue.

Yours in Christ,

Elder Michael Mank

Elder Michael Mank
For the Board of Elders

MM/ca

The Reverend Troy D. Perry, Founder



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

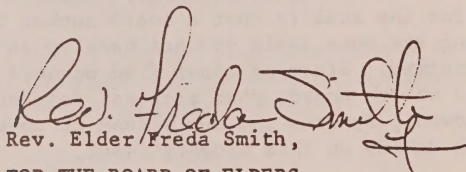
November 30, 1983

Rev. Claudia Vierra
Chair
UFMCC Credentials Committee
1015 E. Jefferson
Boise, ID 83702

Dear Rev. Vierra,

The Board of Elders concurs with your interpretation of the 1983 General Conference ruling that initial licensing is for one year and after that first year, the relicensure will be for two years. It means that all persons newly licensed in 1983 have one year licenses.

We feel this interpretation agrees with both the word and the will of General Conference in this matter. We wish to commend you for your excellent work so far as chair of this demanding and vital commission. We are each aware of the labor involved in developing a structure capable of meeting the needs of ministry for a newly evolving Fellowship such as ours and stand ready to offer as much assistance as is possible to enable you to carry on your task and our love and prayers are with you.


Rev. Elder Freda Smith,

FOR THE BOARD OF ELDERS

FS/ca

The Reverend Troy D. Perry, Founder

g
The SOUTH ATLANTIC DISTRICT of
the Universal Fellowship of Metropolitan Community Churches
1112 Ordway Place Nashville, Tn 37206
Gilbert H Lincoln, District Coordinator 615: 262 - 2274

E-35

12 April 1983

The Board of Elders
UFMCC - suite 304
5300 Santa Monica Blvd
Los Angeles, CA, 90029

A6.6 ACTION

dear Elders

First let me express appreciation of the new Directory, and of the work of Larry Richards in producing it. I'm especially impressed by his including a form-for-return showing corrections to be made: what a good idea!

One correction is probably not for him to make, without your direction. And I ask you to give such direction. It is to accord the honorific designation "Reverend" or "Rev." to those who are serving our Fellowship, holding the ordination of another Christian Church while they seek Fellowship credentials.

I realise it has been the custom (since 1975 to my personal knowledge) not to accord that honorific in MCC circles to anyone not holding UFMCC credentials. Whatever may once have been the authority and rationale for that, I believe it's time to recognise that in many cases -- certainly not in all! -- that custom of ours is merely discourteous and unappreciative. It certainly does not enhance the validity or desirability of UFMCC credentials to belittle those of other Churches whose state-wide judicatories regularly include more people and Church bodies than the entire UFMCC does!

It is my custom in this District to accord that honorific -- and that's all it is: an honorific form of address, and not at all a title of rank or office -- to those who hold fully earned ordination from universally recognised denominations. I think of three in this District: Rev'd David Mathews in Asheville, a Southern Baptist; Rev'd Byron Hilbun in Montgomery, of the United Methodist Church; and Rev'd Jim Simon in Memphis, ordained a priest in the Roman Catholic Church. They have not mentioned this matter; they don't know that I address you. Neither do they know I think it is a shame upon our Fellowship, a vulgar discourtesy, that they are not accorded a form address they have earned in the past and fully re-validate by their present efforts.

g

Universal Fellowship of Metropolitan Community Churches
5300 Santa Monica Boulevard, Suite 304, Los Angeles, CA 90029
(213) 464-5100

editor: *Paula J. Schoenwether*

November 10, 1983

To: Board of Elders

Dear sisters and brothers in Christ,

JOURNEY is now one year old and we're real pleased with the way it looks and with the way it has been received. We have met all of the goals we set for one year and have begun brainstorming on ways in which to increase the number of subscriptions. As you know, with any new business, this takes time.

We also want to become active in soliciting advertising but there are a couple of roadblocks. One is that we must evaluate the amount of income that would be generated vs the cost of printing to enlarge the magazine which would be required to accomodate advertising space. And of course, the second reason would be it takes more time to prepare a larger magazine and more time to solicit the advertising. Our policy for what can and cannot be advertised automatically limits where we can go for it. I am not suggesting that policy be altered but it does limit us.

Your feedback and your suggestions are valued and thoroughly appreciated. We hope you are as pleased with JOURNEY as we are. We are looking forward to year # two as one with more growth and more maturity.

During our August collective meeting I was unanimously re-elected to be editor of JOURNEY until after the General Conference 1985.

It continues to be a blessing to me personally to work with JOURNEY.

Yours on the Journey,

Paula J. Schoenwether

Paula J. Schoenwether
editor, JOURNEY

JOURNEY

TO: The Board of Elders

FROM: Reverend Elder Don Eastman

RE: Northeast District

Responding to several requests from the Northeast District, the Board of Elders asked me to meet with representatives of that District concerning serious problems that were felt to exist.

I contacted the co-District Coordinators and advised that I would be available to meet with them and any interested individuals. On October 31 and November 1 I met with individuals in New York City, and on November 8 in Hartford, Connecticut. I also met with representatives of the Mid-Atlantic District in Washington, D. C. Regretably, I was not able to attend the Northeast District Conference because of a schedule conflict.

FINDINGS:

1. The major problem in the Northeast District is lack of pastoral leadership. Approximately half of the District's pulpits are vacant.
2. There are few strong churches in the District. Some of the Chartered Churches do not appear to meet minimum charter requirements.
3. There is the appearance of potential division between laity and clergy. This was felt by some Clergy particularly because of the tension in the lengthy balloting process for District Coordinator. The Clergy house was supporting a Clergy candidate and the house of laity was supporting a lay candidate. While other issues may certainly have been involved, the appearance was one of division between clergy and laity. The concern is to assure that such a division does not develop.
4. There has not been a clear focus of district leadership. The system of Co-district Coordinators seems to have been part of the problem, providing occasion for periodic communication gaps. The District Conference has moved to remedy this by returning to one District Coordinator.
5. There was a willingness at the most recent District Conference to admit critical needs and problems in the Churches. In the view of some this had not previously been the case and is now seen as the first step in resolving some of the problems.
6. The outlook reflected at the present time seems more optimistic than that expressed to the Elders at the time of General Conference.
7. There is a willingness for closer fellowship with the Mid-Atlantic District, but not much indication of desire for an immediate attempt at merger of the two districts. The feeling was similar in the Mid-Atlantic District.

RECOMMENDATIONS:

1. The District structure and boundaries should remain the same, at least until the next General Conference when the recommendations of GSS will be known.
2. There should be increased communication, personal contact and nurture by the liaison Elder to the Northeast District.
3. An extensive orientation should be provided by the Board of Elders for the new District Coordinator (and all new District Coordinators).
4. Closer fellowship between Districts should be encouraged. The two districts should continue to explore, as they have discussed, the possibility of some joint meetings.
5. The Northeast District should concentrate on building one or two more strong "anchor" churches. These Churches, such as MCC-New York City, become a source of leadership to promote growth in other areas. Churches such as MCC-Hartford have excellent potential to be strong sources of such leadership.

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES
SOUTHWEST DISTRICT

E-38

District Coordinator

District Treasurer



The Rev. Bob Arthur
POB 90204
Long Beach, CA 90809

Lois Luneburg
POB 845
Port Hueneme, CA 93041

213-434-4832

November 14, 1983

Board of Elders
5300 Santa Monica Boulevard #304
Los Angeles, CA 90029

Dear Friends,

At our Board of Home Missions this last week (November 4, 1983), we voted to recommend to you that the Beach Cities MCC be closed. On October 30, they held an informal congregational meeting to discuss their future. A total of nine people showed up for the meeting, and they voted to return their charter. Then they asked for a vote of how many wanted to keep the doors open, and the vote was 4-3-2 to keep the doors open. Since then, two of the yes votes have notified me of their wish to change their vote. We have only one member of the Board of Directors left there, and she wants to close the doors. They have no money in their operating fund, and cannot afford to continue renting their worship facility, nor pay any bills. However, they have about \$10,000.00 in their building fund, which they cannot touch since it is designated funds.

The Board of Home Missions recommended closing the doors, and having that building fund revert to the UFMCC, to be designated to the SW District New Works Fund, specifically earmarked for a new feasibility study to be conducted in the Santa Monica area under the direction of student clergy-person Jack Mossman.

Walter Crosley of the Beach Cities MCC has resigned his membership, but is still on the signature accounts of the church, and is awaiting your decision, so that he can know what to do with the funds in the savings account of the building fund. He may be reached at 213-390-3946, or 11338 Braddock Drive, Culver City, CA 90230.

We anxiously await your decision.

In Christ's Service,

Rev. Bob Arthur
District Coordinator

FROM: Executive Secretary of World Church Extension

TO: Board of Elders

E-39

November, 1983.

This last quarter has been an interesting one from the amount of contacts that have been made with people in World Church Extension areas. People from Switzerland, Liberia, France and the Virgin Islands have been to visit here in the Church Extension Office. I fully believe that the Lord is leading us into these countries.

France:

Pastor Douce has been in regular contact with me lately and a weekend has been planned for the 16th, 17th and 18th December for me to meet with people who visit the Centre there and to explain about M.C.C. This will be the second visit within four months. Interest is being expressed in affiliation with U.F.M.C.C. and we are going to discuss this at a deeper level in December.

Switzerland:

We have had a young man visiting with us who is involved in a group in the south of Switzerland and he has expressed interest in bringing a group of the men and women over to London for a weekend for them to make contact with U.F.M.C.C. and see how our services are conducted. We hope this will take place in February of next year.

Nigeria:

I have heard from Rev. Maduka and he has been away to another part of Nigeria where he has been holding an evangelistic outreach, and reports that he hopes to start some new groups in that area.

New Zealand:

Rev. Leigh Neighbour is at present visiting the Australia groups that are now part of World Church Extension and they are working towards holding a combined conference some time next year. Auckland reports that they are moving out and having interest shown in other parts of New Zealand.

Liberia:

I am having a little difficulty in understanding some of the beliefs that this particular group have. Not their doctrinal beliefs, but their what they call standards and procedures. I am enclosing a copy of them with this report and will be discussing this with you at the Elders Meeting.

England:

Our groups are growing and we are anxiously awaiting the arrival of Rev. Bob Arthur in January.

CONT/...

Denmark:

Mia Andersen has just spent two and a half weeks here with me in London covering part of her training as student clergy. The group are doing well and are making an endeavour to outreach into their community.

Hispanic Americas:

No report received from Rev. Mojica.

Several people at conference promised help with translation work, as yet I have not received any. As the matter was getting urgent, I have gone ahead and had a leaflet translated into German through an official translator. I enclose a copy.

We are still in urgent need of translators. The written word is the main tool of World Church Extension at present, without it we are really fighting a losing battle.

I believe the Lord is blessing us, many more groups are taking an interest in World Church Extension and we have much to praise God for.

Jean A. White

Submitted by: Rev. Elder Jean A. White
Executive Secretary for World Church Extension

HOLY CHURCH OF JESUS CHRIST
BRIEF INFORMATION AND AN OVERVIEW

E-41

The Holy Church of Jesus Christ began with a handful of people under the leadership of its spiritual head, Rev. Dr. Augustus Theo Seongbae, Sr. on January 29, 1970 in the Western Monrovia. Today, with general Headquarters located in Point-Four Beach, New Krutown, Monrovia. It is over 350 strong and has spread around the country.

Evangelism has always been a strong tenet, for the Church's constant goal is to win others to Christ. Being strong in missions the church has as many members with the counties of Liberia.

AN OVERVIEW:

ITS MISSIONS: The mission of the Holy Church of Jesus Christ is and always has been EVANGELISM: endeavoring to present the gospel in all its purity, power and fullness to as many people as possible in every nation. And through the continued efforts of this organization to fulfill the mission at home and abroad until thousands to be won for Christ's Kingdom.

DOCTRINEAL FOUNDATION: Believing that "all scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness", the Holy Church of Jesus Christ teaches all the word and taking nothing from it and adding nothing to it.

UNIQUE DENOMINATIONAL CHARACTERISTICS: With reference to membership, the chief concern of the Holy Church of Jesus Christ has never been that of swelling its members, rather, its member be those who have prayed through to a born-again (BA) experience which enables one to live a life of victory over sin and to keep one's self, "unspotted from the world". The qualification for membership is the same as that which Jesus laid down: "Ye must be born again." John 3:7.

IN MATTER OF FINANCE: This church follows the plans given in God's word. Tithes and freewill offerings are received without coercion. Another characteristic noted in this church is its standard of conduct and mode of dress, worldly amusements and sinful pleasures such as dancing card-playing, theater-going, smoking and drinking, have no part in the life of the members of this church; and they refrain from un-equally yoking "together with unbelievers". The standard of dress upheld for Christian is that women attire themselves "in modest apparel," that all men be conservative and neat in appearance that all may favourably adorn the cause of Christ."

ORDER OF WORSHIP/SERVICE: The Holy Church of Jesus Christ services are conducted in a simple manner, mainly evangelist. No clergy's vestments are used. Though this church avoids ceremonialism and formalism, its meetings are conducted orderly, and are spiritfilled. Each service is opened with a short psalm (song) in english or native dialect followed by invocation and benediction by one of the instrumental. After which following congregational singing, prayer, 1st & 2nd Scripture Readings, short testimonies. Special song selection precedes the message from God's Word which is preached directly from the Bible under the anointing of the Holy Spirit. At the close of the message (Sermon), an invitation is always given to the altar of prayer where spiritual hunger seekers pour out their heart to God that they may receive a definite experience from him. All believers are urged to participate in this prayer service.

CHURCH SANCTUARY/HEADQUARTERS: As above stated the Headquarters of the church is located in Monrovia, situated on Bushrod Island, Point-Four Beach, New Krutown. All Sunday services are held in this small prepared sanctuary. Sunday School for all ages precedes the morning devotional service.

QUALIFICATIONS OF MINISTERS: While the Holy Church of Jesus Christ gives due consideration education and the training of the intellect, it places for great emphasis on the spiritual qualifications of its prospective Minister - and those qualifications are high. To be an ordained minister in this church, one must be "partaker of the fruits" of the spirit: save, sanctified, baptized with the Holy Ghost - endued with power from on high - and his life must be above reproach. When one is able "by sound doctrine both to exhort and convince the gainsayers", and when his ministry proves that his calling is of God, he then ordained through prayer and laying on of hands by the elders, as done in the early church (1 Timothy 4:14).

BIBLE STUDY: No formal Bible Training School is maintained by this Church; however, as series of Bible studies and books of Bible teachings compiled by another renowned religious leaders are available to Bible Students, Ministers and Sunday School Teachers. All in the church we have periodical classes also.

GOVERNING BODY: According 1 Cor. 11:7; Eph. 5:23; the supreme Head of this Church is Christ. The earthly governing body of the Holy Church of Jesus Christ is composed of a duly spiritual called and appointed Board of Administration of seven (7) members, of which the General Superintendent is the Chairman. This Organization is under supreme direction of Jesus Christ who is the Head of church and its body. Its form of government being presbyterian in nature: all branches under the leaders and direction of the Organization's Headquarters.

.....3/

Holy Church of Jesus Christ
P.O. Box 3758
Point Four New Kurtown
Monrovia - Liberia



Faith, Fellowship and Order Commission, Rev. Jennie Boyd Bull, Chair

PO Box 1145, Baltimore MD 21203

Ph 301 523-6363

Oct. 27, 1983

To: Board of Elders November 83 Meeting

From: Rev. Jennie Boyd Bull *JBB*

Subject: Quarterly Report of the Faith, Fellowship and Order Commission

Since June, FFO has lived through and celebrated General Conference, mapped out its plans for the next two years, planned a working conference in March 84, developed some new projects, and established an ongoing relationship with the National Council of Churches Faith and Order Commission.

The Toronto 83 General Conference was a time of consolidation, refinement and growing enthusiasm for FFO. Our meeting was well attended. See the attached minutes, including a correction for page 3. Also attached is a letter mailed to all district coordinators, updating them on FFO plans for the coming two years.

Since conference, Nancy Wilson and Ken Martin are developing a workshop on "Vocabularies of Faith and Sexuality", available by January 1984, for presentation at May district conferences and thereafter. At least one district (Great Lakes) has encouraged FFO representatives to offer workshops in "areas," gathering MCCers from churches within easy traveling distance. At the recent MidAtlantic Conference, FFO representatives Marianne VanFossen and Erik Browning developed and led a workshop on "Race and Racism in the Church: What are the Issues? What is our response?" This workshop used the question-asking, grassroots information-gathering format developed by FFO in previous workshops to gather input on institutional racism in UFMCC at the Fellowship, District and local levels, using the input to formulate action goals by the end of the conference. They are writing up the workshop for distribution to other FFO representatives.

We are planning a full FFO meeting the end of March in Kansas City, Mo., in conjunction with Clergy Conference, GSS, etc. This meeting plans to compile "Study Questions for a Christian Theology of Sexuality," based on input from all our districts. We will also be discussing working papers prepared by commission members on such topics as the theological base of our FFO process, sources of authority for doing theology, theology and ethics. Betty Pedersen is coordinating preparation of these papers. Clarence Crossman is coordinating a continuing series of articles for Journey. BJ Couvion of Kansas City, assistant chair and the fourth member of our executive committee in addition to Betty and Clarence, in handling the minutes and all mailings.

FFO has been designated "official liaison" with the Faith and Order Commission of the National Council of Churches, and I attended their Oct 12-16 meeting in Chicago.

The Reverend Troy D. Perry, Founder

page 2, FFO Quarterly Report to Board of Elders, Nov. 83

This turned out to be part of a larger conference on reception of the Baptism, Eucharist and Ministry statement adopted by the World Council of Churches in Lima, Peru in 1982. This ecumenical statement is a consensus of Orthodox, Roman Catholics, Protestants, Evangelicals, and Pentecostals worldwide, giving areas of agreement and their biblical basis, with commentary on areas of difference. Official responses by denominations are due in 1985 in preparation for a 1987 World Council of Churches Faith and Order meeting. I was able to speak for UFMCC in support of the document, as a gift giving us words to speak of the sacramental unity we already experience in our worship. I also pointed out some weaknesses in the document: lack of emphasis on ministry of the laity, equivocation about women's ordination, exclusive male God imagery. These concerns were widely discussed as major areas of concern and needed growth throughout Christianity by many in the conference. We are not alone!

As always for MCC in ecumenical situations, there were several opportunities for pastoral care of closeted people and parents. I also had a fruitful talk with an Orthodox priest on the Faith and Order staff who said he believes the Orthodox would be more honest to relate to the NCC as the Roman Catholics do. We embraced when we left. I was warmly welcomed, fed and housed by Good Shepherd Parish MCC members and staff--typical MCC hospitality. I will be working with the "contextual theology" working group of Faith and Order at future conferences, and already can see that MCC's "context" will be valuable there. We will be publishing a study booklet in late 1984 on this topic--helping people see how their experience shapes their faith. There was also much jubilation over publication of the new Inclusive Lectionary, since Letty Russell and others in the working group had been deeply involved in its development. Overall, the conference was a good beginning to an ongoing relationship with Faith and Order, and I hope in the future to include more FFO representatives and other MCCers in the meetings, although UFMCC can have only one "official observer." The next meetings are in Washington, DC in March and New York State in September 84.

It is also my hope that FFO can facilitate discussion of the Baptism, Eucharist and Ministry statement throughout UFMCC, and this will be on the agenda for our March FFO meeting.



E-45

Faith, Fellowship and Order Commission, Rev. Jennie Boyd Bull, Chair
PO Box 1145, Baltimore MD 21203 Ph 301 523-6363
August 1983

Dear District Coordinator:

The Commission on Faith, Fellowship and Order wants to thank you for your cooperation over the past two years and to inform you of our plans between now and General Conference '85.

- 1- As you know, we passed some procedural resolutions at our recent General Conference that affect district representation.

"FFO representatives shall be elected for two-year terms to end at the district conference immediately following a General Conference. Alternates shall also be elected."

Please place these elections on the agenda of your upcoming district business meeting and inform me of those elected. It is quite appropriate for present representatives to stand for re-election. The commission hopes for some continuity in each district, which is one reason for electing alternates. We also hope you keep in mind the need for Third World representation on the Commission.

- 2- There are three workshops planned by FFO for presentation at the district level in the coming two years, to be offered in the following order:

- * 1-) BCFIII: Study questions for a Christian Theology of Sexuality. (two hours)
(If this has not already been offered in your district.)
- 2-) BCFIV: Vocabularies of Faith and Sexuality. (2-4 hours, as arranged with your reps.)
To be available beginning October '83.
- 3-) BCFV : Uniting Our Whole Selves With God. (two hours, available beginning May '84)

Please work directly with your FFO representatives in helping them to schedule these workshops, not only at district conferences, but at the local and "area" levels as well.

- 3- We are requesting that each district budget funding for round-trip transportation of representatives to one FFO meeting, to be held in the middle of the U.S. sometime in May or June of '84. We thank you for your generous financial assistance in the past, without which the work of our Commission would not be possible.

FFO representatives have the following responsibilities:

1. Maintain communication with the chair, the other district FFO reps and alternates, and the District Coordinator/WCE Area Director.
2. Lead FFO workshops at district conferences, as well as locally and in "areas", scheduling with district and local leaders as appropriate.
3. Maintain working relationship with Samaritan Extended Studies for resources in district or extension area.
4. Gather materials from local churches for district and Fellowship input and communicate and Fellowship resources to the local level.
5. Attend FFO Commission meeting in May or June of '84, other working meetings as possible, and pre-Conference '85 meeting in Sacramento.
6. Work toward developing an ongoing grass roots educational structure in the district, in coordination with FFO, Samaritan, district or extension leadership, and local resources.

In Grace and Truth,

Jennie Boyd Bull,
Chair

JBB: hls
cc: FFO Representatives

* BCF - Basic in Christian Faith



E-46 1/485

Faith, Fellowship and Order Commission, Rev. Jennie Boyd Bull, Chair
PO Box 1145, Baltimore MD 21203 Ph 301 523-6363

FAITH, FELLOWSHIP AND ORDER COMMISSION MINUTES
Toronto, Canada July 8-9, 1983

Absent

Rev. Jennie Boyd Bull, Chair
Rev. Joseph Gilbert, S.E. District
Rev. Clarence Crossman, E. Canada
Mr. Jack Hubbs, N.W. District
Mr. Ted Lincoln, S.E. District
Rev. Pepper Shields, S.W. District
Mr. Chuck Russell, S.W. District
Ms. Sally Sumrall, S.C. District
Rev. Marianne Van Fossen, Mid-Atl. District
Ms. Carol Ann Kyrias, Grt. Lks. District
Rev. Betty Pederson, N.W. District
Ms. Michelle Carmody, W. Canada
Rev. Candace Adams, M.C. District
Rev. Bern David, Hispanic WCE
Ms. B.J. Couvion, M.C. District
Rev. Jo Crisco, S.C. District
Ms. Wendy Trachtenberg, W. Canada
Mr. Bob Bruso, N.E. District

Rev. Marge Ragona, N.E. District
Mr. Eric Browning, Mid-Atl. District
Ms. Victoria Landes, S. Atl. District
Rev. Patrick Kader, Grt. Lks. District
Rev. Jimmy Brock, S. Atl. District
Rev. Phillip Speranza, W. Canada
Mr. Graham Caldwell, S. Australia
Mr. Jesus Maisonet, Hispanic WCE

Advisors

Rev. Sherre Boothman, Samaritan Educational Center
Rev. Jeffrey Pulling, Samaritan Extended Studies

The meeting was opened in prayer by Rev. Jennie Boyd Bull at 9:20 AM.

Added to our original agenda were the following items:

- 1- Organization of FFO workshops during General Conference
- 2- Organization of FFO Conference Fair display booth
- 3- Revision and presentation of FFO revised budget to Fellowship Finance Committee

DISTRICT REPORTS: (Verbal)

Southeast District: Rev. Gilbert and Mr. Lincoln report that Basics of Christian Faith III was attended by 24 persons in their district. They declined to use that part of the workshop that dealt with sexual brokenness and restoration. One recurring question theme they had among their participants was: "Why are MCC clergy not 'good' role models?" This question and those like it exposed a lot of nerve endings that they feel this Commission may need to question further, in some way.

Northeast District: Mr. Bruso reports that this district is supportive as a whole of the FFO workshops, parts I and II. Part III has not been given yet. That the Northeast District is satisfied with the Statement of Faith as is and that any changes would ultimately be divisive. They declined to make a consensus statement because it would only mirror the Fellowship original statement.

However, they suggested that there be a Third World appointment to the FFO Commission because as it is now the workshop documents are class limited. That if we are looking for real grass roots input we need to humanize our approach. They felt the current formats needed adjustments in language, that the current structure was too limited, the presentation of material almost stacked to get expected responses of where we are really coming from. That people need to see the individual statements to get a complete picture.

Rev. Boyd Bull stated that the Commission was aware of the non-representation of a Third World member, that this was not a case of deliberate racism, but of institutional racism and that in her report from this Commission she is recommending that the Board of Elders make a Third World appointment to this group.

Eastern Canada:

Rev. Crossman reports that the lay representative in his district has resigned and that there will be new elections at District Conference in October '83. He stated that there is not much change in his district since his report in November, but that there is still a negative taste and a sense of frustration left over from the first time around, so he has not done part III yet. He feels that the Commission may be a stumbling block to having to look at it and then the Commission may be a stumbling block to having to look at it.

The question was raised as to whether or not he thought these difficulties were cultural. Rev. Crossman said he didn't think so, it was just hard to relate to strangers. and that the congregations in his district had "their own ideas of how they should be involved".

Northwest District: Mr. Hubbs reported that those who participated liked Basics of Christian Faith, part I, a lot. Their main concern was that there wasn't enough time allowed. They would have liked the discussion to go longer. They felt in part II when they came to a consensus, that their agreed definitions were too 'surface' and that they really didn't say anything. He felt that because Elder Wilson had presented her workshop on a "Vocabulary of Faith" shortly before his meeting, that was a good catalyst to getting people to see that they agreed on essentials. The point was made to see if we couldn't write our own workshop on a Vocabulary of Faith to implement part II.

In part III he felt the questioning of the clergy was really people questioning themselves; that there was a lot of that in San Francisco now with the AIDS epidemic in its current status. There are people there who are convinced that God is punishing them and we need to reach out in some way.

Rev. Boyd Bull commented that this Commission needs to look at what AIDS is doing to our spirituality as a Fellowship. Carol Ann Kyrias from the Great Lakes District offered her expertise on AIDS and STD's to all members of the Commission as she works at a clinic that specializes in those areas and she can get any information needed.

Southwest District: Mr. Chuck Russell and Rev. Pepper Shields report that FFO work has been difficult with the constant turnover in their representatives. They had a district conference in November and workshops were not offered. They were unable to get both workshops scheduled at their next conference either. What they have opted to do is to present the workshops at various individual churches as possible within the district. (see written report received.) Where workshop III was done they had lots of interest and input. They offered three new categories of questions to be considered:

- 1) Sexual nature of God or God's relationship to/with sexuality
- 2) Ethics for AIDS and STD's
- 3) Pastoral Caring (inclusive of sexuality)

They also offered suggestions for a necessity of further breakdown of categories in the original study questions and suggested we write a preamble that would further justify the existence of this Commission.

Southcentral District:

Ms. Sally Sumerall and Rev. Jo Crisco state that their terms run through May 1984; that there is no change in information given to this Commission in November on workshops I and II. Workshop III was given by Rev. Crisco at their Fall Conference and was attended by 75 to 80 people but all information was not available. The general attitude in this district when FFO is the subject is "moan and groan, don't mention FFO". Sally pointed out that there was an error in the current printing of the second purpose question and that we need to correct it to read in its original form of: How does Jesus Christ in resurrection...etc. This correction was accepted by the Commission.

Rev. Crisco said that the majority of questions received from her district dealt with Christian Moral Ethics and that most people felt that the answers should come from the pulpit and the scriptures, not this Commission. One question in particular they felt was important was: What is fornication and adultery within our society?

They report that while the enthusiasm is low in this district for FFO, that they are aware that their input is necessary and vital and that we will receive input from the Southcentral District throughout the FFO process. Discussion followed again along the lines of a vocabulary of Faith necessity, and the use of "buzz" words in the current workshops and just the different perspectives on theology within the Commissions and the districts.

Mid-Atlantic District:

Rev. Van Fossen reports that all three workshops have been presented in this district. The feeling that FFO is extremely important is high in her area. In workshop III monogamy was a big question for women, along with a major concern and questions of "How is God involved in sexuality?". She also turned in a written report to the Chair of this Commission.

Great Lakes District:

Carol Ann Kyrias reports that workshops I and II were given at district conference in May of '83. The participants liked part I but saw no connection with part II. The people within this district are non-committal, but the District Coordinator is very supportive. There was no consensus on any term in part II; there was lots of lively discussion but no total agreement. She feels that part III is very likely to be supported as well and she will schedule it as soon as possible.

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.....3/

Holy Church of Jesus Christ
P.O. Box 3758
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Monrovia - Liberia



Faith, Fellowship and Order Commission, Rev. Jennie Boyd Bull, Chair

PO Box 1145, Baltimore MD 21203

Ph 301 523-6363

Oct. 27, 1983

To: Board of Elders November 83 Meeting

From: Rev. Jennie Boyd Bull *JB*

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The Toronto 83 General Conference was a time of consolidation, refinement and growing enthusiasm for FFO. Our meeting was well attended. See the attached minutes, including a correction for page 3. Also attached is a letter mailed to all district coordinators, updating them on FFO plans for the coming two years.

Since conference, Nancy Wilson and Ken Martin are developing a workshop on "Vocabularies of Faith and Sexuality", available by January 1984, for presentation at May district conferences and thereafter. At least one district (Great Lakes) has encouraged FFO representatives to offer workshops in "areas," gathering MCCers from churches within easy traveling distance. At the recent MidAtlantic Conference, FFO representatives Marianne VanFossen and Erik Browning developed and led a workshop on "Race and Racism in the Church: What are the Issues? What is our response?" This workshop used the question-asking, grassroots information-gathering format developed by FFO in previous workshops to gather input on institutional racism in UFMCC at the Fellowship, District and local levels, using the input to formulate action goals by the end of the conference. They are writing up the workshop for distribution to other FFO representatives.

We are planning a full FFO meeting the end of March in Kansas City, Mo., in conjunction with Clergy Conference, GSS, etc. This meeting plans to compile "Study Questions for a Christian Theology of Sexuality," based on input from all our districts. We will also be discussing working papers prepared by commission members on such topics as the theological base of our FFO process, sources of authority for doing theology, theology and ethics. Betty Pedersen is coordinating preparation of these papers. Clarence Crossman is coordinating a continuing series of articles for Journey. BJ Couvion of Kansas City, assistant chair and the fourth member of our executive committee in addition to Betty and Clarence, in handling the minutes and all mailings.

FFO has been designated "official liaison" with the Faith and Order Commission of the National Council of Churches, and I attended their Oct 12-16 meeting in Chicago.

Western Canada:

Michelle Carmody reports that because she has moved from the area a new representative has been elected, Wendy Trachtenberg. This district has done workshops I and III together because they are related and make more sense that way. The main questions in part III are: Why is MCC in existence?, and Is there a double standard between what clergy do and what lay people do?

This district suggests perhaps a third graph for emotional growth and the use of legal sized paper for more space in workshop I. They also report the District Coordinator to be supportive of FFO.

Mid-Central District:

Ms. B.J. Couvion and Rev. Candace Adams report that part III has not been presented yet. Part II was presented at district conference in May 1983 and that a consensus was reached up until they got to salvation, at which point they bogged down and could get no further. What seems to work best in this district is personal visitations to individual churches and study groups. Of the 18 churches within this district nine have participated in parts I & II. Scheduling is being considered now for completion of I and II and beginning part III. The average attendance in each place visited has been about 10% of registered membership. Acceptance and enthusiasm runs high in this district and a recent change in District Coordinator does not seem to be a problem.

Rev. Boyd Bull states that only the South Atlantic District is not represented at this meeting. [None of the workshops have been presented in any World Church Extension area to date. FFO has no representation in the United Kingdom and Europe at this time.] Translation has been a problem in some areas.

Rev. Gilbert suggests we begin looking at a theology for terminally ill people within this Fellowship. This would include the elderly and those suffering from AIDS as well. Carol Ann Kyrias says Good Shepherd Parish in Chicago is already working on a theology of AIDS. The suggestion following was why not broaden the scope to a theology of suffering. Discussion followed.

The next part of the meeting dealt with the mechanics of General Conference and assigning people from the Commission to do things in the coming week. After some discussion it was agreed that we would not present part II of the workshop here, because as a whole there is no desire to change the current Statement of Faith. It was advised that no visual/audio set would be at our Commission fair booth because it had not been done. There would be no T-Shirts either. Details were given by Rev. Gilbert regarding the Friday night services sponsored by this Commission.

The Budget Committee was assigned to come up with a "wish list" and we adjourned for lunch.

Meeting reconvened with prayer by Rev. Boyd Bull.

Rev. Bern David seated and introduced by the Chair. Rev. David reports that one of the reasons there have been no workshops done in his area is because mail between Mexico and the USA is extremely slow and by the time he got the paperwork the deadline for completion had passed. He also states that not having the work translated is another drawback that we need to look at seriously. He also explained that we may need to re-write the workshops so they will be more relevant to his people. We need to realize that his congregants come from a different socio-economic background and that the current workshops don't reach them where they are right now.

Budget Committee Wish List:

\$1500.00	Paid Consultants
500.00	Resource Materials
500.00	Translation
500.00	Meeting Expenses
300.00	Travel for Chair
300.00	Printing
1000.00	Reproduce Study Questions
100.00	Office Supplies
700.00	Telephone
250.00	Postage
<u>\$5650.00</u>	

Bare Bones Budget:

\$500.00	Translation
125.00	Postage
100.00	Phone
100.00	Resources
400.00	Consultants'
600.00	Travel for Chair
<u>\$1225.00</u>	

There was discussion of another meeting somewhere in the central United States next Spring. Chicago and Kansas City were mentioned but no decision was made because there was talk of a laity working conference in late 1985 in a central location also. There is also the possibility of a Central Clergy Conference in addition to Eastern and Western clergy conferences.

Discussion followed of Jennie Boyd Bull's resolutions as presented in the Commission report in the delegate packages. All were accepted after minor amendments.

A question was raised whether or not we have answered the original mandate. After lengthy discussion a committee was appointed to write up a clarifying statement of what we see now and report back to the Commission at tomorrow's meeting for approval of this document as an addenda to our existing report to this General Conference.

By consensus it was agreed that we label all papers so far as PRELIMINARY and that we continue to tabulate results on Basics of Christian Faith I for the next two years. We also need to look at some kind of workshop that would make connection between words and images and their subsequent emotional reactions. For example, the word meditation meant contemplative prayer to some districts and VOODOO to others.

Comments were made that we need to be as exact as possible in our recording of data received because we are dealing with some of the underlying history of this Fellowship.

Meeting adjourned at 5:15 PM

The second day of meetings was called to order with prayer at 9:10 AM

Rev. Van Fossen read the clarifying statement that was requested by the Commission. It was accepted unanimously by acclamation.

The budget committee states that it looks like the Fellowship will continue on an austerity budget until next General Conference and it doesn't look like we'll get any increases, but they will approach the Fellowship Finance Committee at the appropriate time during the week.

Rev. Boyd Bull says that Basics of Christian Faith III has been offered in only six out of 18 areas, with 250 plus study questions received so far. A synopsis of representative questions was made of these six areas. After lengthy discussion it was decided that our data is too incomplete to pick study questions as we had intended to for presentation at this Conference. We need to hear from more districts to be able to choose truly representational questions.

Future workshops were discussed. There is a need for study and development of workshops dealing with a vocabulary of Faith, and a vocabulary of sexuality; workshops dealing with God images and Christ images; work is needed in areas of a theology for oppressed people, a theology of suffering, a theology of health and wholeness, and dealing with Christian Sexual Ethics, among others.

The Commission requested another clarifying statement be made as to what our future plans are, to be added to the way we see things now.

We adjourned for lunch and then split into small groups until 3:30 PM.

Rev. Van Fossen now presented a general statement of where we are and where we see ourselves going, to be added to the FFO report of the floor at General Conference. This was accepted.

Sally Summerall and Michele Carmody presented a working paper for BCF V. They will present a completed workshop this winter. Their outline was accepted. This workshop deals with the concept of wholeness.

An executive committee was selected to act as expeditors. Members of the committee are Rev. Jennie Boyd Bull, Rev. Clarence Crossman, Rev. Betty Pederson, and Ms. B.J. Couvion. This committee will meet during the Commission Fair exhibit.

Rev. Boyd Bull and Rev. Shields will continue working on BCF IV, which deals with vocabularies of Faith and sexuality.

Meeting adjourned at 5:30 PM.

ADDENDAS:

B.J. Couvion will handle minutes and mailing of materials.

Betty Pederson will handle working papers of '84 meetings.

Clarence Crossman will handle Journey articles.

Jennie Boyd Bull will handle workshops and is Liason to the National Council of Churches Comm.

Written reports were received from the following districts and are available through B.J. Couvion.

. Southeast, South-Central, Mid-Atlantic. Western Canada, Southwest, and South Atlantic

Correction from page 3: The United Kingdom offered the FFO workshops and has active representation to the commission, as well as from Europe. There are also increased interest and possibilities for Spanish translation for the Hispanic Extension Areas.

FFO's Process and Future Planning: A Report from the July 1983 PreConference Meeting, Toronto, Canada

At crucial times in Christian history, the Holy Spirit has worked through perceived conflict in our faith lives to bring wholeness and healing to a people. Examples of this are the Protestant Reformation, the Great Wesleyan Revivals of the 1700's, the ordination of women, and the founding of MCC in 1968. Similarly, the Holy Spirit worked through conflicts and concerns at General Conference in 1981 to mandate that FFO engage in grassroots research and analysis of issues in our Faith Statement, and in the development of study questions towards a Christian theology of sexuality.

The FFO has begun an exciting journey in fulfillment of the mandate. As a community of faith, we have taken our first steps in this journey; crucial steps as we move forward into previously unexplored territory for this Fellowship and the whole of Christianity.

Confirming signposts have been placed along the way: The excitement of our districts as they participated in our grassroots effort, the commitment of people involved in the work, and the enthusiasm of the National Council of Churches for our work and our process toward a Christian theology of sexuality.

At this stage of our journey, we would like to share with you those first steps we have taken, what we have learned, plans for the continuation of the process, and our visions for the future.

First Steps

Our mandate called us to hold in tension our faith tradition and our personal sexuality. In Workshop I, we began to explore our personal, spiritual and sexual experiences upon which a Christian theology of sexuality must be based.

In Workshop II, we began to explore our personal faith statements in an essential step toward the development of a Fellowship Statement of Faith.

In Workshop III, we began to gather study questions for a Christian theology of sexuality.

What We Have Learned

With these preliminary steps providing a grassroots theological foundation, we have learned the following:

1. Responses from all corners of the Fellowship indicate that our Statement of Faith is acceptable to people at present, and there is no need to make changes at this time.
2. Through the workshop process, it has become apparent to us that theological debate has focused on two primary areas of linguistic change in the 1981 Statement of Faith:
 - (a) Language for and images of the First Person of the Trinity.
 - (b) Language for and images of Jesus Christ.

3. Throughout the Fellowship, developing questions on Christian sexuality has been approached with much enthusiasm, creativity and commitment to the process. To date, 6 out of 15 reporting Districts and World Church Extension Areas have submitted study questions. While 249 questions have been received, we feel strongly that each district must supply their questions before proceeding in the development of overall study questions which would reflect both the diversity and the intuitive similarity of concerns revealed in the questions received thus far. The variety of the present questions has shown that our vocabularies regarding faith and sexuality need to be studied and shared in ways that expand our expressions and free us from the limiting images that traditions, geographic regions, and individual experiences have imposed.

Plans for the Continuation of the Process

Along with the continuation of the formation of study questions in Workshop III, future workshops are being developed in the areas of vocabularies of faith and sexuality along with a prayer exercise geared to the uniting of our whole selves with God.

We are also planning to continue to submit monthly articles to Journey Magazine by FFO representatives and are exploring the possibility of a special issue on vocabularies of faith and sexuality in Journey.

Our next meeting in May, 1984 will focus on the formation of study questions for a Christian Theology of Sexuality and will explore how we are doing theology as a Fellowship in this process.

Visions for the Future of FFO

- a theology of health and wholeness
- a theology of suffering
- a Christian sexual ethic: freedom and responsibility
- language and images for Jesus Christ
- a theology for an oppressed people

FFO RESOLUTIONS TO GENERAL CONFERENCE 1983, Toronto, Canada

1. FFO representatives shall be elected for two year terms to end at the District Conference immediately following a General Conference. Alternates shall also be elected. At General Conference 1985, the Chair of FFO shall be elected by the General Conference from among the lay and clergy representatives to FFO, to serve for a four year term. The Commission will serve as a nominating committee for this process. An Assistant Chair may be appointed by the Chair from among the representatives with the approval of the commission.
2. If the GSS proposal for Regions is approved: Two lay and two clergy representatives will be elected by each region (at least one from each nation with a church body in the region, as feasible), with area lay and clergy representatives accountable to regional conferences and selected at the discretion of each region to reflect the diversity of the region (gender, race, theology, ethnic background, nationality, etc.). World Church Extension areas would also select two lay and two clergy representatives. This 28 member commission plus chair and Samaritan advisors would meet at least once a year. The Faith, Fellowship and Order Commission would be retained as a standing committee in the UFMCC By-Laws.
3. FFO notes with regret the absence of Black MCCers as representatives from any District, and encourages Districts to consider racial inclusivity in their upcoming October conference elections of FFO representatives. Until racial representation improves, FFO moves that the Task Force on Third World Ministries select a lay and clergy representative as members of FFO.

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Department of Ecumenical Relations
Department of Christian Social Action
P.O. Box 8835
Silver Spring, Maryland 20910

Report for the Board of Elders' Meeting, November 1983

Dear brothers and sisters in Christ:

After General Conference in Toronto I had to make some important decisions about my future work and ministry in the UFMCC. Since the budget passed by General Conference (for which I voted in my capacity as delegate from MCC of Northern Virginia, by the way), I had my salary end as of September 30, 1983. This is now, as a result, the first time I have not been on salary (full or part-time) with the Fellowship in eight years.

It is my decision that God has called me to ministry in the UFMCC in the areas of Christian Social Action and Ecumenical Relations. That call still exists regardless of whether there is a salary attached. I believe that God will and has provided the wherewithall for me to do this ministry.

And in fact God has provided well for me. I have, first of all, entered into a committed relationship with a man named Rick Ferenci, which I ask you to join me in celebrating. That has, incidentally to fulfilling completely my emotional needs, assisted with my expenses. Secondly, my secular job as director of the advertising department of American Floor Products Company in Rockville, Maryland, has been confirmed and I am able to work there whenever my MCC work permits.

Thirdly, some MCC congregations and individuals have started a program to "Buy Back Time for the Fellowship" from my secular job. A brochure is enclosed with this report which was just completed and will be going out to selected congregations and individuals. I should stress that the program started long before a brochure was completed!

Fourthly, I have been recently elected District Coordinator of the Mid-Atlantic District, which carried with it a stipend of \$400 a month. This enabled me to cut my secular job back to two days a week, maximum, and allows me ample time to continue my work in Christians Social Action and Ecumenical Relations.

As a result, it is my desire to continue to serve in my capacities as Director of the UFMCC Department of Christian Social Action and Co-director of the Department of Ecumenical Relations, and I offer myself to you for your approval.

Rev. Elders Wilson and Eastman will be able to report more fully than I can in this brief report on the National Council of Churches meeting. I will just say that I believe the NCC was unable to say "yes" to us and unwilling to say "no." As a result, we have a commitment to continued study and dialogue together. This must be conveyed to our people and to the Gay and Lesbian press as a victory.

In the area of Christian Social Action, production of the Let's Do The Gospel Series has been held up by the lengthy delay in getting typesetting back from the Los Angeles headquarters for the next edition, the Reverend Michael England's Bible and Homosexuality. It has been over six months since the manuscript has been sent to LA and I still have not received final corrections. This kind of turn-around time makes it totally impracticable to use Fellowship typesetting services. I realize that there are perfectly good reasons for this delay, but six months of good reasons still doesn't get me my typesetting. It is my intention to seek additional funding from outside sources for commercial typesetting in the Washington area, which I can get done at cost through an MCC member.

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The next edition of the Let's Do The Gospel Series will be a complete rewrite of Coming Out. Other editions are being planned.

I look forward to hearing from you on my possible reappointment. Thanks very much for eight years of support, prayers and love. I know we will continue to work together for God's greater glory.

Yours in Christ,

Adam DeBaugh

R. Adam DeBaugh

PS: The real question which is raised by our tendency in the Fellowship to wear many hats is, which hat is appropriate to which job? Your playful comments are invited.



METROPOLITAN COMMUNITY CHURCHES OF GREATER PROVIDENCE

POB 1462

PROVIDENCE, R.I. 02901

Rev. George S. McDermott, Pastor
401-272-9247

Sunday Services - 7:00pm
134 Mathewson Street

Report of

COMMISSION ON SPECIAL MINISTRIES

Universal Fellowship of Metropolitan Community Churches
Los Angeles, California 90029

November, 1983

During the past two years the Commission has had no budget to work with from the Fellowship, but has managed to carry out a minimal of activities with the limited income that it has put together.

Within the Commission there is now a Division of Ministry to the Deaf and Hard of Hearing. Patrick Sterling, from Dallas, is chair of that division. Since he, too, has had little or no funds, much of what he has accomplished in the way of workshops, newsletter known as "Silent Harvest", and his own travel has come from his own income. Contributions have come to him across the Fellowship for his work, and therefore, it has been possible for the ministry to function, although limited. During General Conference XI interpreters for the deaf and hard of hearing were utilized in all worship services, at much of the business meetings, and in some workshops. It is hoped that through Patrick each district will formulate a program through which all worship services at each district conference will be interpreted; workshops and other meetings at those same conferences interpreted; special Bible study materials developed for churches on the ministry to the deaf and hard of hearing; proper sound equipment so that the hard of hearing who can or cannot read lips will gain totally from all aspects of services; and finally that individual congregations will provide proper interpretation of all services of worship, etc.

Although, attempts were made to get all hymns in Braille and large print for General Conference XI, the best that came through was the Order of Worship for all services at the conference including special hymns in Braille. Many thanks and heart-filled appreciation goes out to those of MCC Toronto who took special hours and concern to see that this was accomplished. The "UFMCC Trial Hymnal" was put into large print and was being taken back to one of the cities within the States to be put in Braille. Again, although, this is more difficult than providing special interpreters for the deaf,

Commission on Special Ministries

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each church and district within the Fellowship would make some effort to provide either their bulletins in large print for the visually impaired who can read imprint, or if necessary tape the services for those who would not be there on that particular day. It is my honest concern that we take some hearty efforts in this direction.

It was good to know that the buildings during General Conference XI were accessible to those who had mobility problems. This is one action that all districts should keep in mind when planning district conferences. At this time only the Northeast and Northwest and possibly Great Lakes have taken special efforts in this direction. If there is one person This includes such things as being able to get the person upstairs without having to lift them or a wheelchair upstairs, proper sound equipment, interpreters, proper directions for the conference, and certainly printing of materials in accessible media.

At the time I preached during General Conference XI in order to attempt and make it inclusive as far as possible for ALL, the service was signed by interpreters for the deaf, three languages were spoken at the time of the homily and at the reading of the scriptures. Although, this made it more difficult for both the preacher and the congregation, it seemed that this was so ordained by the Holy Spirit, and seemed that if for no other reason but for the fact that I wanted all reached it had to be done. I praise God for those who worked with me, and for the chance of ministering. My trip to England in the latter part of May also brought me closer to my sister, the Rev. Elder Jean White, to the English, and our brothers and sisters within MCC in the country. I praise God for that trip; for I believe that it came for a reason, and although the reason has not been fully revealed, I believe that time is coming. I long to return, and trust that during this next 12 months that this may be possible, so that our work may be continued there. I hope to develop some of my contacts with the Royal National Institute for the Blind and other organizations. What a Fellowship!! After November 5, 1983, I will be concentrating on my academics specifically, my ordination paper, and the Commission along with what other pastoral care work I may be active with. Therefore, the following are my goals and objectives for the coming year:

1. Take a 15 day trip by bus through the Mid-West and Southeast to talk with district leaders and church leaders about the ministry.
2. To take time to arrange for special Bible studies in areas of the Visually Impaired, Deaf and Hard of Hearing, the invisible handicaps, Sexuality and the Handicapped, etc.
3. Providing more of the Fellowship materials on tape for those with visual and comprehension problems, such as Central Nervous System disturbances.
4. Provide "the Trail Hymnal" in Braille and large print.
5. Provide the UFMCC "By-Laws" and "Church Directory" in Braille and large print.

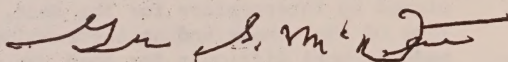
This is my beginning point. Some money will be necessary, but this will come as we continue to see the need to be an inclusive Fellowship of persons

Commission on Special Ministries

whoever had needs which we can meet. It is God's will that we touch people, to minister where there is an opportunity of making people come to the sense of wholeness and self-love. It is that self-love which is the very embodiment of the love of God working within and through each of us.

As we reach out during this next year or two it is my hope that the Elder assigned to working with me will help me help others to see the need for this ministry. There are possibilities untold. Right now one of the areas I find myself personally involved with is that of ministries to those incarcerated whether in prisons or in hospitals where they are confined for a specific or undetermined amount of time. I look forward to working with those who also feel this call. God, indeed, is with us and blesses us daily. Grace and Peace to you.

Respectfully, in Christ's service,

A handwritten signature in dark ink, appearing to read "Rev. G. S. McDermott", with a stylized flourish at the end.

Rev. George S. McDermott,
Chair, Commission on Special Ministries

TO: THE BOARD OF ELDERS

FROM: LARRY RODRIGUEZ, CHAIRPERSON OF BY-LAWS COMMITTEE

SUBJECT: POST GENERAL CONFERENCE REPORT

DATE: TUESDAY, JULY 26, 1983

COPY TO: ALAN POVEY, LESLIE PHILLIPS, RAVI VERMA

The following report is being presented in four parts: 1) summary of action by the General Conference XI on submitted By-law proposals, 2) other actions by the General Conference XI on the By-laws, 3) proposal for a By-laws Review Committee, and 4) miscellaneous information.

PART I: SUMMARY OF ACTION BY THE GENERAL CONFERENCE XI ON SUBMITTED PROPOSALS

I am providing the following summary of action by the General Conference XI on the submitted By-law proposals in order that the Clerk of the Board of Elders can cross-check notes before the new By-laws are printed.

Action on Proposal #1: Adopted as submitted

Action on Proposal #2: Amended and adopted to read as follows:
amend page 19, lines 3-5 to read:
"monetary tithes and offerings to the Board of Elders of the Universal Fellowship of Metropolitan Community Churches for the administrative expenses of the Fellowship. The only designated funds that are not titheable are the building fund, specified bequests and grants, and the deacons fund. A gift of money given in lieu of goods in kind to a church outside of the United States would not be included in funds to be reported."

Action on Proposal #3: Adopted as submitted

Action on Proposal #4: Amended and adopted to read as follows:
Amend page 16, lines 11-12 to read:
"A. MEMBERS IN GOOD STANDING: At least once a year the Board of Directors of the local chartered church or the Advisory or Interim Board of a Study Group or Mission, shall review the entire membership."

Action on Proposal #5: Amended and adopted to read as follows:
Amend page 14, lines 18-21 to read:
"They must certify in their petition that at least twenty-five (25) persons are members in good standing of the study group and that they are receiving adequate financial support to maintain the work of a mission, and they must maintain this level of membership to maintain their mission

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status."

Action on Proposal #6: Amended and adopted to read as follows:
Amend page 14-15, lines 40-42 and 1 to read:
"They must certify in their petition that at least thirty-five (35) persons are members in good standing of the mission and that they are financially able to support a full-time pastor and a program of church activities, and they must maintain this minimum level of membership to maintain their charter."

Action on Proposal #7: The submitted proposal was not adopted.

Action on Proposal #8: Amended and adopted to read as follows:
Amend page 7, line 24 by adding to the end of the paragraph:
"When candidates are initially licensed as clergy in the U.F.M.C.C., their license shall be in effect for one year. At the end of one year, the newly licensed clergyperson shall appear for review before his/her District Review Committee. If the review is favorable, the clergyperson shall then and thereafter be subject to relicensing on a two-year basis."

END OF ACTION ON SUBMITTED PROPOSALS FOR BY-LAW CHANGES

PART II: OTHER ACTION BY GENERAL CONFERENCE XI ON THE BY-LAWS

In a "housekeeping" motion, the General Conference requested that the By-laws be changed where needed to reflect the consistent use of the term "members in good standing" instead of other terms currently in the By-laws.

In reviewing the By-laws, I have discovered four (4) situations where the By-laws may have to be changed to conform to the will of the General Conference. Not all of the changes are simple changes, and only Change #3 below does not involve what might be considered changes in interpretation. I am also suggesting a change (Change #5) which is indirectly related to the motion passed by the General Conference. Hopefully, Change #5 will clear up some of the ambiguities concerning membership status.

Here are the changes:

Change #1: Page 16, lines 22-24 currently read:
"The member may be restored to regular standing in the congregation by a vote of the Board of Directors of the local church without a public reception into membership.

"Amend to read: "The member may be returned to the roll of members in good standing of the congregation by a vote of the Board of Directors of the local church without a public

reception into membership."

Change #2: Page 17, lines 16-19 currently read:
"Each local church must elect one lay delegate for each one hundred (100) members, or portion thereof, that it carries on its active membership rolls, and each mission must elect one lay delegate, and each study group may send one official observer with voice but no vote."

Amend to read: "Each local church must elect one lay delegate for each one hundred (100) members, or portion thereof, that it carries on its roll of members in good standing, and each mission must elect one lay delegate, and each study group may send one official observer with voice but no vote."

Change #3: Page 18, lines 25-27 currently read:
"In order to transact business no less than twenty percent (20%) of the active membership must be present."

Amend to read: "In order to transact business no less than twenty percent (20%) of the members in good standing must be present."

Change #4: Page 18, lines 29-31 currently read:
"This petition must be signed by twenty-five percent (25%) of the church membership listed on the active membership rolls of the local body."

Amend to read: "This petition must be signed by twenty-five percent (25%) of the members listed on the roll of members in good standing of the local body."

Change #5: Page 16, lines 13-22 currently read:
"Any member who does not have registered attendance, identified financial support, definite service contribution, and expressed interest and loyalty within the preceeding period of six months to one year may be placed on an inactive member list. At that time the Board of Directors of the local church shall notify the member in writing that he/she has been placed on such a list and is not eligible to vote at any business meeting of the local church. After notification, if the member has not expressed further interest or loyalty for a period of two months immediately following, the Board of Directors of the local church shall have the authority, at their discretion, to drop any such member from the local church body."

Amend to read: "Any member who does not have registered attendance, identified financial support, definite service contribution, and expressed interest and loyalty within the preceding period of six months to one year may be removed from

the roll of members in good standing and placed on a list of inactive members. At that time the Board of Directors of the local church shall notify the member in writing that such action has been taken and that he/she is not eligible to vote at any business meeting of the local church. After notification, if the member has not expressed further interest or loyalty for a period of two months immediately following, the Board of Directors of the local church shall have the authority, at their discretion, to drop any such member from the local church body."

PART III: PROPOSAL FOR A BY-LAWS REVIEW COMMITTEE

In discussion with various people within the Fellowship, there is a need for work to be done in various areas related to the By-laws. Tradition has formed the scope of the By-laws Committee to be limited to:

- 1) developing procedures for submitting proposals for By-law changes
- 2) receiving proposed By-law changes
- 3) organizing submitted proposals for submission to the General Conference.

This work is essential for the on-going modification of our By-laws, and the fact that this is done without commentary on proposals by the By-laws Committee has allowed the By-laws Committee's work to remain clear of charges of self-interest. I feel that the neutral way that the By-laws Committee handles its task must be preserved.

However, there is need for other work to be done in the area of our By-laws (not considering the task already given to G.S.S.). Among the needs for other work to be done are:

- 1) the need to review the current By-laws for internal inconsistency with regard to wording, interpretation, continuity, and other similar factors which have resulted from the passage of different amendments under different circumstances over a period of years
- 2) the need to present to the General Conference for consideration a set of amendments which would resolve the inconsistencies discovered in #1 above
- 3) to review all regularly submitted proposed By-law changes to determine the impact on current Fellowship operation and what amendments would be required to bring the rest of the By-laws into conformity should the proposal be adopted
- 4) to present to the General Conference a report which would present the findings in #3 above prior to General Conference acting on the proposed changes so that the General Conference could act with better understanding on the proposed changes.

In order to meet the unmet needs outlined above, I recommend the Board of Elders consider establishing a "By-laws Review Committee" which would have as its primary task the meeting of the needs outlined in 1-4 above. To that end, Lesley Phillips (580 Huron Avenue, Cambridge, Mass. 02140) has offered to work on such a committee.

PART IV: MISCELLANEOUS INFORMATION

I would like to thank the Board of Elders for giving me this opportunity to serve the Fellowship. I hope that you have been satisfied with the work of the By-laws Committee during the past two years. I must inform you, however, that I would prefer not to be reappointed Chairperson of the By-laws Committee. So that there is no misunderstanding, I also believe that it is important that you understand my reasons for not wishing reappointment.

The function of the chairperson of the By-laws Committee is primarily clerical in nature. I hope that you have found my work satisfactory in this regard. However, I personally do not find the position rewarding because of the limited ability to be creative. On the other hand, I have found serving on G.S.S. and on the C.O.L. to be extremely rewarding. I would like to continue serving on these two commissions. This would require my standing for re-election in my District for the office of Lay Representative. In the past, there has been frequently voiced concern about my "over-extending" myself by persons in my District. Although I feel that I have been able to function well with all the jobs I have had, I still understand the concern others have about my taking on too many tasks. This, coupled with what I see as the need to involve more people in the operation of the Fellowship, has forced me to reconsider how I might best serve the Fellowship.

As a result, I have decided that as my first priority, I must allow time to carry out the duties of the office to which I was elected by the General Conference XI--that of Assistant Chairperson of the Commission on the Laity. Second, because of the need for continuity on the Commission on Government Structures and Systems (there are few remaining members on G.S.S. who have served on the commission since it was restructured in 1979) and because I have found working on G.S.S. personally rewarding, I would like to stand for re-election in my District to the office of Lay Representative so that I might continue to serve on that commission. In order to reduce the criticism in my District that I am over-extending myself, I feel then that I must reduce my other commitments.

These, then, are my reasons for asking not to be considered for reappointment as Chairperson of the By-laws Committee.

As a final note, I have sent copies of this report to the people mentioned above for the following reasons: 1) Alan Povey informed me at the General Conference that he was also a member of the By-laws Committee, 2) Leslie Phillips is the person primarily responsible for the proposal for a By-laws Review Committee, 3) Ravi Verma asked that I send him a copy of my records of the action of the General Conference regarding the By-laws so that he could cross-check information in the Fellowship Office prior to the new By-laws being typeset.

Your Brother in Christ,

Larry Rodriguez

E-63

TO: The Board of Elders

FROM: Rev. Jim Mitulski, Chair, Commission on Church Music

RE: Committee Composition

The following persons have expressed a serious interest in serving on the Commission on Church Music, and specifically on its hymnal project. I believe that all of these people are interested in an active committee, and would give of their time and talents to this project.

John Ayres (Chicago, IL)
Gene Barton (Columbus, OH)
Bob Crocker (New York, NY)
Colleen Darraugh (Toronto, ONT)
Joseph Gilbert (Philadelphia, PA)
Karen Hagberg (Rochester, NY)
Jim Mitulski (New York, NY)
David Pelletier (Sacramento, CA)
William Potter (Honolulu, HI)
Marge Ragona (Pensacola, FL)
Danny Ray (Dallas, TX)

These individuals all possess expertise in a relevant area, both in the selection and editing of texts (Gilbert, Hagberg, Mitulski, Potter, Ragona) and in the selection and editing of music (Barton, Crocker, Darraugh, Ray). John Ayres is particularly interested in layout and production. David Pelletier is interested in the propagation and circulation of work indigenous to U.F.M.C.C. through the publication of a creative arts newsletter entitled "Emergence".

The committee has met twice since the General Conference in 1981. It met in January of 1983 in New York City to re-evaluate the controversial Trial Hymnal (1981), to rework its texts, and to edit an additional 30 texts in preparation for General Conference in Toronto. The results of that meeting were used in the worship services at General Conference (with significantly less tension than at the previous General Conference), and were favorably received as a part of my report on the floor of Conference. The committee also met at General Conference to strategize and make future plans. The committee will meet next immediately preceding the Clergy Conference in Spring of 1984.

I wish I could discuss with you in person my experience over the last 3½ years (I feel so much older now!) Almost from the beginning I have felt trapped in a system of strong personalities and controversy, over which I had no control, all of which have adversely affected my ability to function effectively as chair (or co-chair). I think the original Trial Hymnal is a faithful but premature implementation of the inclusive language guidelines adopted at General Conference in 1981. For congregations (within and without U.F.M.C.C.) who are committed to a thorough exploration of inclusivity, it continues to be a popular resource. One lesson I have learned is that an educational foundation must be laid before we invest further in the production of a bound hymnal, and that we must take the time for gradual change to take place. (My observations of the debate surrounding the N.C.C.'s inclusive language lectionary confirms this.) I envision that

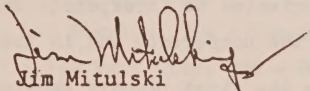
Page 2

the committee will continue to present texts to the General Conference for approval in anticipation of a bound hymnal (texts & tunes) perhaps ten years hence. I fear that if we rush this project we will produce an inferior, unsatisfactory product, insufficient for our constantly changing needs and standards. For now, I think the committee can best serve the Fellowship by continuing to generate resources unavailable elsewhere, like the Trial Hymnal (1983). I do not think the time is right to make an enormous financial investment in an elaborate hymnal project.

I believe that almost any of the individuals I have recommended for committee membership could serve competently as chair, and I trust your discretion in the selection. I am willing to continue to chair this committee, and I believe my experience over the last few years, and my working relationship with these people would prove an asset.

I trust that in your appointments you will consider foremost the need of this Fellowship to someday produce an affordable, diverse, practical and inclusive hymnal. I suggest that you meet with the chair of this committee at an upcoming Elders meeting and strive to establish a supportive and communicative relationship with him or her.

Sincerely,


Jim Mitulski
Chair, Committee on Church Music

November 10, 1983



Lesbian/Gay Interfaith Alliance

100 North Oxford Street • St. Paul, Minnesota 35104

E-65

November 7, 1983

TO THE BOARD OF ELDERS
UNIVERSAL FELLOWSHIP OF
METROPOLITAN COMMUNITY CHURCHES
5300 Santa Monica Boulevard
Los Angeles, California 90029

SUBJECT: ANNUAL CONFERENCE LESBIAN/GAY INTERFAITH ALLIANCE

Representing UFMCC: Rev. John H. Hese
Ms. Carolyn Mobley
Mr. Ted Patterson

The Conference convened on Thursday, October 13 with registration beginning at 6:30 p. m. The opening liturgy (copy enclosed) was conducted primarily by folks from the Minneapolis-St. Paul people, and sponsored by "The Lesbian and Gay Interfaith Council of Minnesota." It was suitably oriented to incorporate the various religious faiths participating in the conference and in the alliance.

On Friday morning the first plenary session was held, in which it was agreed after much discussion that this body would operate on the premise of achieving "Consensus"--rather than by using the typical Democratic/Roberts rules of order approach. They adopted the agenda (copy enclosed), credentialed those present as follows:

1. Lutherans Concerned - 3 delegates
 2. United Church Coalition for Lesbian/Gay Concerns - 1 delegate (UCC)
 3. Lesbian and Gay Interfaith Council of Minnesota - 2 delegates
 4. Seventh Day Adventist Kinship - 1 delegate
 5. Integrity, Inc. (Episcopalian) - 2 delegates
 6. Affirmation - (Methodist) - 2 delegates
 7. Wingspan - Ministry with and on behalf of Gay & Lesbian People
(Lutheran) - 2 delegates
 8. World Congress of Gay & Lesbian Jewish Organizations - 2 delegates
 9. UFMCC - 3 delegates
 10. Friends for Lesbian & Gay Concerns - (Quaker) - 1 delegate
- (The mailing list of those present is attached.)



Lesbian/Gay Interfaith Alliance

100 North Oxford Street • St. Paul, Minnesota 55104

Page 2 - Report of LGIA CONVENTION

A forum ensued in which members of the organizations present each made a 10 minute presentation with regard to that persons organization. The local press had a reporter and photographer present. Rev. Hose represented UFMCC on the panel, and we did "quite well" in the local press, (about 25% of the coverage.) Of course, it helped that the meetings were held in ALL GOD'S CHILDREN M C C of the Twin Cities.

The rest of Friday was spent in the small group process in working out modus operandi, priorities and objectives, by-laws, resolutions, projection for future conventions and Worship resource material. Since, at this point, I do not have a copy of the minutes, I cannot give you more than a sketchy report from my own notes. The projected conference sites for ensuing years were as follows:

- 1984: 1st - San Francisco, 2nd- Los Angeles, 3rd - San Diego.
- 1985 1st - Washington, DC, 2nd - New York City, 3rd - Boston.
- 1986 - 1st - Chicago, 2nd - Denver, 3rd - Houston
- 1987 - Hopefully in conjunction with UFMCC. (Although they were not thrilled with the prospects of either St. Petersburg or St. Louis (which were the only cities which I knew that were under consideration. They did recommend that the most central and heaviest concentration of membership in most groups would be Minneapolis-St. Paul.

I told them of the ramifications of bringing the 1000 or so MCC'ers together, and the fact that all would probably bring the total to some 1500, and stressed the logistics of making such arrangements--hence the need for so much lead time.

To me, the most significant action that emerged from the meeting was the evolvement of what was really meant by "Consensus" and how we arrived at that. Again, the full minutes of the meeting will better acquaint you with the end-result of each small group, and actions taken by the body.

I was not present for the Sunday morning meeting since I was preaching in the Service of worship at ALL GOD'S CHILDREN MCC in the morning and at the St. Cloud Study Group on Sunday afternoon.



Lesbian/Gay Interfaith Alliance

100 North Oxford Street • St. Paul, Minnesota 35104

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PAGE 3 - Report of LGIA Convention

The following persons and groups they represent were elected to the Coordinating Committee for the ensuing year:

Tal'or Bar-Shank - World Congress (Jewish)	-- 3rd world Male	NY city
Bob Bouchard - 7th Day Adventist Kinship	-- White Anglo Male	NY City
Carolyn Mobley - UFMCC	- 3rd World - female	Atlanta
Robbyn Shiell - Lutherans Concerned	- Female	St. Paul
Juli Beatty - Integrity	- Female	Pa.
Jim Chalgren - Interfaith Council of Minn.	- White Male	Minn.
Sharon Owens -- Affirmation	- 3rd World Female	Phila.
Chuck Weiker - Lutherans Concerned	- 3rd World Male	Detroit

Treas. (not on committee) Norman Sandfield - World Congress - 3rd World Male Chgo.

The meeting concluded with a Quaker Worship Experience.

I am enclosing copies of letter from Robert Bouchard, Facilitator of the Coordinating Committee, demonstrating the assignment responsibilities for the coming year for each member of the CC. I will forward additional follow-up as it is forthcoming, as well as initial report of the treasurer.

Also, find enclosed an article for Inclusion in JOURNEY, if you are so disposed.

Finally--please remit at your earliest convenience air fares for Carolyn and myself Atlanta-Minneapolis-Atlanta. Thank you for allowing us to participate in these early stages of the LGIA development. Incidentally, the LOGO, Letterhead and brochures and membership letter were devised by the undersigned, printed in Atlanta--and were a gift of our typesetter and printer to the Alliance. I pray and trust that we will be as avid in our participation in this organization as we are in pursuit of that "other" Council of Churches!!

Respectfully submitted,

The Reverend Elder John H. Hose, Emeritus

CHURCH SANCTUARY/HEADQUARTERS: As above stated the Headquarters of the church is located in Monrovia, situated on Bushrod Island, Point-Four Beach, New Kurtown. All Sunday services are held in this small prepared sanctuary. Sunday School for all ages precedes the morning devotional service.

QUALIFICATIONS OF MINISTERS: While the Holy Church of Jesus Christ gives due consideration, education and the training of the intellect, it places for great emphasis on the spiritual qualifications of its prospective Minister - and those qualifications are high. To be an ordained minister in this church, one must be "partaker of the fruits" of the spirit: save, sanctified, baptized with the Holy Ghost - endued with power from on high - and his life must be above reproach. When one is able "by sound doctrine both to exhort and convince the gainsayers", and when his ministry proves that his calling is of God, he then ordained through prayer and laying on of hands by the elders, as done in the early church (1 Timothy 4:14).

BIBLE STUDY: No formal Bible Training School is maintained by this Church; however, a series of Bible studies and books of Bible teachings compiled by another renowned religious leaders are available to Bible Students, Ministers and Sunday School Teachers. All in the church we have periodical classes also.

GOVERNING BODY: According 1 Cor. 11:7; Eph. 5:23; the supreme Head of this Church is Christ. The earthly governing body of the Holy Church of Jesus Christ is composed of a duly spiritual called and appointed Board of Administration of seven (7) members, of which the General Superintendent is the Chairman. This Organization is under supreme direction of Jesus Christ who is the Head of church and its body. Its form of government being presbyterian in nature: all branches under the leaders and direction of the Organization's Headquarters.

.....3/

Holy Church of Jesus Christ
P.O. Box 3758
Point Four New Kurtown
Monrovia - Liberia



Faith, Fellowship and Order Commission, Rev. Jennie Boyd Bull, Chair

PO Box 1145, Baltimore MD 21203

Ph 301 523-6363

Oct. 27, 1983

To: Board of Elders November 83 Meeting

From: Rev. Jennie Boyd Bull

Subject: Quarterly Report of the Faith, Fellowship and Order Commission

Since June, FFO has lived through and celebrated General Conference, mapped out its plans for the next two years, planned a working conference in March 84, developed some new projects, and established an ongoing relationship with the National Council of Churches Faith and Order Commission.

The Toronto 83 General Conference was a time of consolidation, refinement and growing enthusiasm for FFO. Our meeting was well attended. See the attached minutes, including a correction for page 3. Also attached is a letter mailed to all district coordinators, updating them on FFO plans for the coming two years.

Since conference, Nancy Wilson and Ken Martin are developing a workshop on "Vocabularies of Faith and Sexuality", available by January 1984, for presentation at May district conferences and thereafter. At least one district (Great Lakes) has encouraged FFO representatives to offer workshops in "areas," gathering MCCers from churches within easy traveling distance. At the recent MidAtlantic Conference, FFO representatives Marianne VanFossen and Erik Browning developed and led a workshop on "Race and Racism in the Church: What are the Issues? What is our response?" This workshop used the question-asking, grassroots information-gathering format developed by FFO in previous workshops to gather input on institutional racism in UFMCC at the Fellowship, District and local levels, using the input to formulate action goals by the end of the conference. They are writing up the workshop for distribution to other FFO representatives.

We are planning a full FFO meeting the end of March in Kansas City, Mo., in conjunction with Clergy Conference, GSS, etc. This meeting plans to compile "Study Questions for a Christian Theology of Sexuality," based on input from all our districts. We will also be discussing working papers prepared by commission members on such topics as the theological base of our FFO process, sources of authority for doing theology, theology and ethics. Betty Pedersen is coordinating preparation of these papers. Clarence Crossman is coordinating a continuing series of articles for Journey. BJ Couvion of Kansas City, assistant chair and the fourth member of our executive committee in addition to Betty and Clarence, in handling the minutes and all mailings.

FFO has been designated "official liaison" with the Faith and Order Commission of the National Council of Churches, and I attended their Oct 12-16 meeting in Chicago.

The Reverend Troy D. Perry, Founder



SPIRITUAL LIFE AND CLERGY CARE CENTER
P.O. Box 691566, Los Angeles, CA 90069 (213) 465-4227

The Rev. Nancy L. Radcliffe, Sr. Chaplain



November 12, 1983

REQUESTS FOR ACTION BY THE BOARD OF ELDERS

RE: Mailings and Directory listings of clergy who are not attached to churches.

1. That a section be added to the UFMCC Directory of Congregations and Clergy entitled, "Clergy at Large"*. The asterik note would read: "This category is used for the purposes of this Directory to list clergy who receive their mail at locations other than MCC churches and offices. It is not a separate category of professional minsitry."

Rationale: Clergy who are not attached to churches or institutions of the UFMCC but who are healing, looking for their next pulpit, in school etc. now have this criptic listing "c/o UFMCC". Historically this has been interpreted to mean that these people are on the outs with the Fellowship and may be on their way out. That connection alone can be a "kiss of death" for a person who is very much in but needs some space. Most of these people have not received mail c/o UFMCC not even "Keeping in Touch". Many would be willing to have their address listed. Many others would like to reach out to them and by this listing would know that they could and how they could do so.

2. Clergy who are in this unaffiliated category who do not want their address listed but who would like to receive mail be listed, "c/o SLACCC". This office would then take the responsibility for forwarding their mail.

Rationale: This would avoid the stigma of "c/o UFMCC" and since SLACCC is seen as helping clergy would increase the sense of confidence that the mail would be safely forwarded.

3. That all clergy receive the same mailings from the Fellowship offices.

Rationale: The current practice is that there is a separate mailing list of clergy who are pastors of churches and they get information from the Fellowship which other clergy do not get. This practice increases the alienation and sense of isolation of those clergy who are not currently in pulpits for what ever reason. Even "Assistant". "Associate" and "On Stafff Clergy" feel left out. Admittedly, these mailings are relevant to special worship services and other events in the life of a church. However, these other clergy may collect these as future resources and also remain aware of the variety of things the Fellowship is offering to churches so they are better informed when they do assume or resume a pastorate. For those clergy who are healing this inclusion would help that process.

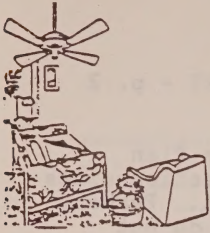
SLACCC REQUESTS - p. 2

4. If the above requests are approved that the Sr. Chaplain prepare an explanation of this new procedure to be mailed out to all clergy through a "Keeping in Touch" mailing and any additional mailings needed to reach all clergy.
5. That the Sr. Chaplain be authorized to work with the Fellowship Offices and Directory to assist in making this change a smooth one.

Respectfully Submitted by,

Nancy L. Radclyffe

The Rev. Nancy L. Radclyffe
Senior Chaplain



SPIRITUAL LIFE AND CLERGY CARE CENTER
P.O. Box 691566, Los Angeles, CA 90069 (213) 465-4227

The Rev. Nancy L. Rodcliffe, Sr. Chaplain



REPORT TO THE BOARD OF ELDERS - NOV. '83

Requests for services hit a high during General Conference.

At future G.C.'s there needs to be a better means for clergy to see me and/or my staff.

Requests for services decreased a bit after G.C. and are now on the rise.

Since General Conference the income through designated giving has been \$455.80. Of this amount 10% is paid to the Fellowship in keeping with the new G.C. directive (p. 0-15) for the administrative expenses of the Fellowship and 10% to Clergy Benevolence. The latter amount is administered by this office. Two individuals and one church have pledged monthly amounts to SLACCC.

Since late August of this year SLACCC has been my full-time ministry.

In September of this year the SLACCC office was moved to Los Angeles to facilitate the process of finding out where clergy are as they move about. Previously this process involved long distance phone calls, etc.

The first retreat location for clergy and their spouses has been approved and successfully used. It is located in northwest Arkansas. The Rev. Sam Edelman is the retreat facilitator. She works as a team with Dr. Bev Teagle. The two are spouses whose ministries blend in this setting. Dr. Teagle's doctorate is in nutrition, a specialty which has been of significant help to those served by SLACCC. Both women are also available for ministry as SLACCC chaplain/counselor via phone and letters especially to people served by SLACCC who are within a 700 mile radius of Harrison, Arkansas.

Several other Referral List Counselors have submitted their applications and references to SLACCC and are becoming available for SLACCC to use as resources. These people have excellent skills and talents to offer in a variety of areas.

The SLACCC office is located at 5300 Santa Monica Blvd. in Suite 104B. This is a small office adjacent to Samaritan which that institution has lent to SLACCC free of charge. It has a separate entrance from that used by Samaritan.

As of Nov. 4th SLACCC has its own private telephone line which does not go through the Fellowship switchboard. This gives clergy complete confidentiality in calling. Call, (213) 465-4227. To avoid a \$300 deposit charge the billing for this will be on the UFMCC bill with SLACCC reimbursing the Fellowship. MCI is used for long distance calls so this bill will be installation plus basic rate and local calls.

SLACCC REPORT - p. 2

In preparation for the initiation of the Clergy Pension Plan the SLACCC office has been gathering the returned questionnaires which give correct birth dates, dates of service, etc. Perhaps half of the clergy have returned these. Some clergy do not know they have them to return as they have not looked at their license or ordination certificate others have forgotten. Since these are needed in order to get correct actuarial figures it is suggested that these be sent to all clergy again with more explanation of the urgency.

Also in preparation for the start of the Pension Plan, files have been established for each clergy person to keep track of their active service documentation and of each local church to keep track of their contributions to the pension plan.

Respectfully Submitted by,

Nancy L. Radclyffe

The Rev. Nancy L. Radclyffe
Senior Chaplain

AGENDA: MANAGEMENT TEAM MEETING: DECEMBER 1, 1983

1. Opening Prayer
 2. Agenda Revisions (if needed)*
 3. Staff Reports:
 - A. Extended Studies Division: Jeff Pulling
 - B. Samaritan College: Sherre Boothman
 - C. EXCEL: Keith Apple
 4. Policy Development: Review
 5. Budget Revisions:
 - A. Tithe of \$10 per month to World Church Extension through MCC Pomona for Rev. Bob Arthur for 1984*
 - B. Insurance Adjustment*
 - C. Bookkeeping Adjustment*
 6. Reporting Procedures*
 7. Future Directions
 8. Set January meeting date*
 9. Closing Prayer
- * Action Items

SAMARITAN COLLEGE REPORT

December 1, 1983

1. Inter-term and Second Semester Schedules
2. Internal Administration:
 - A. Records
 - B. Budget
 - C. Financial Status
3. Status of "Orientation to MCC Pastoring"
4. Summer Seminar: "Christian Ministry to the Gay/Lesbian Community"

Orientation to MCC Pastoring

"Orientation to MCC Pastoring" is a six-week intensive program covering practical areas that concern many MCC pastors. Nicknamed "boot camp" by Rev. Troy Perry, this intensive educational experience is being offered this summer by Samaritan College. Participants can register for two-week blocks of the program. Two weeks are being co-sponsored with the College by MCC Detroit in Detroit, Michigan and by MCC Dallas, in Dallas, Texas. The entire six weeks will be co-sponsored by MCC Los Angeles in Los Angeles, California. Co-sponsoring means these churches will coordinate housing for participants, arrange lunches on days when classes are held and provide seminar classrooms.

Faculty from all over UFMCC will be involved in the program as well as from other universities and colleges. Activities in all three locations will include seminars, field work and local church visitations. Each location will begin with a day with Rev. Troy Perry and the participants will have time to visit with at least one other Elder.

This program was designed by the Samaritan Management Team in March 1983 and has been revised based on critique by the CCCC, the Board of Elders and numerous other individuals in UFMCC. While the program is designed for the training of future pastors and the continuing education of clergy, it is open to all interested persons.

I know you will share our excitement about this marvelous educational opportunity!

Rev. Sherre L. Boothman
Dean, Samaritan College

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Rev. Sherre L. Boothman,
Dean, Samaritan College

MCC LOS ANGELES
June 11 - July 22, 1984

- I. Counseling and Christian Education: June 11 - June 24
First day: Day with Moderator, Rev. Troy Perry and Clerk, Rev. Nancy Wilson
 - A. General Pastoral Counseling: Rev. Nancy Radclyffe
 - B. Drug and Alcohol Abuse Counseling: Rev. David Farrell and Rev. Shelley Hamilton
 - C. Sexuality Counseling: Rev. Ken Martin
 - D. Communication Skills/Group Dynamics: Rev. Freda Smith
 - E. Planning/Teaching Experience: Rev. Pepper Shields
- II. Worship and Preaching: June 25 - July 8
 - A. Coordinating Worship and Music: Danny Ray
 - B. Rites and Sacraments: Rev. Jennie Boyd Bull
 - C. Seminar Day: Third World Ministries: Rev. Delores Berry and Rev. Jose Mojica, Commission on Laity: Larry Rodriguez
 - D. Preaching: Preaching in the Black Tradition: Rev. Delores Berry, Preaching: Rev. Jimmy Brock
- III. Administration and Self-care and Growth: July 9 - July 22
 - A. Administration: Rev. Don Eastman and Marge Perry
 - B. Self-care and Growth: Rev. Jeffrey Pulling

MCC DETROIT
June 18 - July 1, 1984

- I. Counseling and Christian Education
First day: Day with Moderator, Rev. Troy Perry
 - A. Pastoral Counseling: Rev. Nancy Radclyffe
 - B. Drug and Alcohol Abuse Counseling: Rev. Brenda Cisneros-Hunt
 - C. Sexuality Counseling: Rev. Ken Martin
 - D. Communications Skills/Group Dynamics: Rev. Freda Smith
 - E. Planning/Teaching Experience: Larry Gaynier, James Proffitt, Rosa Tinetti
- II. Saturday Seminar - June 23
 - A. Third World Ministries: Rev. Renee McCoy
 - B. Commission on the Laity: Jackie Walker

MCC DALLAS
July 30 - August 12, 1984

- I. Worship and Preaching
First day: Program overview, Rev. Don Eastman
Ministry of the UFMCC: Our Founder's Perspective, Rev. Troy Perry
 - A. Development of Christian Liturgies and the liturgical year: Father Larry Hemp
 - B. Sacraments in UFMCC: Rev. Jennie Boyd Bull
 - C. Inclusive Language in Worship: Rev. Jennie Boyd Bull
 - D. Contemporary Worship Forms: Rev. Don Eastman, Rev. Jennie Boyd Bull, Father Larry Hemp and Rev. Delores Berry
 - E. Role of Music in Worship: Mr. Danny Ray
 - F. Developing a Ministries Plan for Worship: Rev. Don Eastman and Mr. Danny Ray
Practices Workshop
 - G. Credibility in the Pulpit: Dr. Russell Meyers
 - H. Design, Preparation and Delivery of Sermons: Dr. Grady Hardin
 - I. Practices Workshop: Rev. Don Eastman and Dr. Russell Meyers
- II. Dinner Seminars
 - A. The Board of Elders: Rev. Elder Troy Perry and Rev. Elder Don Eastman
 - B. Faith, Fellowship and Order: Rev. Jennie Boyd Bull, Chair of FFO Commission
 - C. Issues on Ministries of and to Third World Peoples: Rev. Delores Berry
 - D. Issues of the Laity: (Faculty to be announced)

TUITION AND ACADEMIC CREDITS

\$350 per two week block: includes registration, housing (in a church member's home), and lunch during seminar sessions.

In Los Angeles: \$700 for 4 weeks

\$950 for 6 weeks

\$50 non-refundable deposit due with initial registration: Closing date on initial registration = March 1, 1984, the balance of tuition is due no later than May 1, 1984

For each two week block the participants will earn 6 hours of Samaritan credit in the various subject areas.

- The cost of the program requires a minimum of 5 participants in each two-week block. Less than 5 may lead to cancellation of a particular two-week block. Notification of any cancellations will be no later than April 1, 1984 to all registered participants

SAMARITAN EDUCATIONAL MINISTRIES

Structure and Policy: Phase I

I

Statement of Purpose

Samaritan Educational Ministries is the educational system which serves the Universal Fellowship of Metropolitan Community Churches (UFMCC) providing educational opportunities at the Fellowship, district and local church levels. This educational system is recognized as an institution of UFMCC under provisions of Article V of the UFMCC By-Laws. Samaritan Educational Ministries' primary focus is to provide the needed education, training, research and enrichment opportunities to those involved in the ministries of UFMCC. This focus has led to the following two major areas of programming:

1. The preparation of future clergy and lay leadership; and
2. The continuing education of laity and clergy.

Samaritan Educational Ministries include Samaritan College, Samaritan Extended Studies Division and EXCEL. The Samaritan system is directed by a Management Team. Samaritan Educational Ministries affirm the By-Laws of UFMCC, and, like the church it serves, affirms the all inclusive Gospel of Jesus Christ. Gender, sexual orientation, age, race, nationality and physical change are not factors in accepting students, hiring faculty and staff, or the appointment of Management Team members.

As UFMCC fulfills the traditional community needs of Christians as a church, so Samaritan Educational Ministries provides the educational opportunities to fulfill these needs. As UFMCC is entrusted by God with unique ministries, so Samaritan strives to answer the special educational needs growing out of this sacred trust.

II

Structure

A. The Samaritan Management Team is the policy making body of Samaritan Educational Ministries. Its primary responsibilities are:

1. Monitor and evaluate educational programs of the Samaritan system;
2. Hire and annually evaluate division deans;
3. Initiate and conduct fundraising for educational ministries;
4. Administer funds within the Samaritan system;
5. Develop and submit budget requests to UFMCC based on financial needs of educational ministries which reflect the quarterly reports submitted by the deans and the executive director of EXCEL;
6. Make annual reports to the UFMCC Board of Elders and bi-annual reports to the Finance Committee and General Conference of UFMCC;
7. Determine operating policies for Samaritan Educational Ministries: only policies which would affect Samaritan Educational Ministries' relationship to the UFMCC require the approval of the Board of Elders as the corporate officers of UFMCC, representing the General Conference.

The Samaritan Management Team consists of seven members who are appointed by the Board of Elders of UFMCC for four year terms with the exception of two members, the faculty representative and the student representative, who will be elected annually at the beginning of the academic year. The membership of the Team will consist of: Chair, Clerk/Treasurer, one representative for each division and EXCEL, and one student and one faculty representative.

- B. Samaritan College is a division of Samaritan Educational Ministries. The College is a senior college offering a Bachelor of Theology Degree program. Samaritan College is approved by the state of California as a religious school presently under the corporate sponsorship of UFMCC. The college qualifies as an institution for payment of veterans educational benefits to eligible students.

The primary responsibilities of the Dean of Samaritan College are:

1. Supervise existing programs and develop new ones within Samaritan College;
 2. Hire and terminate staff;
 3. Supervise all college staff;
 4. Submit quarterly reports to the Management Team which include:
 - a. General Operation of the College in the past quarter: programs, administration and finances;
 - b. Any new program development in process;
 - c. Estimated budgetary needs for the next year or current needed budgetary changes and
 5. Implement Management Team decisions and directives.
- C. The Samaritan Extended Studies Division is a division of Samaritan Educational Ministries. It is the function of this division to provide correspondence courses; coordinate extension courses and seminars offered throughout the Fellowship; offer ministry resources/packets and adult educational materials; and cooperate in continuing education events for clergy and lay leaders.

The primary responsibilities of the Dean of the Samaritan Extended Studies Division are:

1. Supervise existing programs and develop new ones within Extended Studies;
 2. Hire and terminate Division staff;
 3. Supervise all Division staff;
 4. Submit quarterly reports to the Management Team which include:
 - a. General operation of the Division in the past quarter: programs, administration and finances;
 - b. Any new program development in progress;
 - c. Estimated budgetary needs for the next year or current needed budgetary changes;
 5. Implement Management Team decisions and directives.
- D. EXCEL is a lay educational program of Samaritan Educational Ministries. It provides intensive weekend experiences which teach and show participants the basics or fundamentals of being a Christian. EXCEL's overall purpose is to renew Christian life among people in the churches. EXCEL's intent is to build up, strengthen and motivate individuals to help the Church remain alive as a living Body of Christ.

The primary responsibilities of the Executive Director of EXCEL are:

1. Supervise the development and operation of EXCEL, including the approval of the selection of local team directors;
2. Monitor the administration and financial management of the individual EXCEL teams;
3. Submit quarterly reports to the Management Team which include:
 - a. General program development;
 - b. Current programming;
 - c. Financial statement and budgetary needs;
4. Implement Management Team decisions and directives.

III Operating Policies

The Samaritan Management Team will meet every other month during the academic year (September - May) beginning in November 1983. The Team must have a quorum to meet and conduct business. A quorum will be four members including either the Chair or Clerk/Treasurer. A Team decision requires a simple majority vote of members present with the exception of personnel matters which require a simple majority vote of the full Management Team. No Management Team member shall vote by proxy. The Team may develop a procedure for decision-making between bi-monthly meetings.

All contracts and leases must be signed by the corporate officers.

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Implementation of "Samaritan Educational Ministries: Structure and Policy, Phase I"

The Policy Committee makes the following recommendations:

1. The development of a policy manual for Samaritan Educational Ministries be done in two phases:
 - a. Phase I: The adoption of the enclosed statement.
 - b. Phase II: The Policy Committee be maintained to write a comprehensive policy manual for the separate incorporation of Samaritan which would include a Board of Trustees, a president, two deans, and an Executive Director of EXCEL. Recommendations from this body would be due into the Management Team in time for the Team to submit them to the Board of Elders no later than their July meeting of 1984.
2. Changes in the Management Team:
 - a. Both Division Deans, Rev. Sherre L. Boothman and Rev. Jeffrey Pulling, be removed from the Team.
 - b. Rev. Nancy Wilson be removed from the Team and appointed as the Team's Liaison Elder.
 - c. The following individuals be appointed:
 - Chair: Rev. Pepper Shields
 - Clerk/Treasurer: Pat Warriner
 - Division Representatives: Rev. Flo Fleishman and Larry Rodriguez
 - EXCEL: Keith Apple
 - Student Representative: Judi Longman
 - Faculty Representative: Rev. Shelley Hamilton
3. Request a proposed organizational structure from the Student Association to be submitted to the Policy Committee for incorporation into the policy manual. Make the same request of the Faculty.

The Policy Committee sees the following directions in the development of a comprehensive policy:

1. The Management Team would dissolve being replaced by a Board of Trustees. The Board would begin as a seven member board with the same composition of the Management Team in Phase I. However, the Board would gradually expand to 15 members (required for accreditation). The corporate officers would have to be able to be bonded. Experts in various areas such as accreditation, library sciences, educational funding, banking, real estate and law would be sought.
2. Considerations for representation on the Board would also include:
 - a. Equal representation for each division and EXCEL;
 - b. Gender and racial parity;
3. The position of the president would be written into the policy. The Board of Trustees would fulfill these responsibilities if no president were on staff. Division deans will be hired and dismissed, if necessary, by the Board of Trustees upon the recommendations of the President.

The Policy Committee asks that all Management Team members submit their recommendations for the comprehensive policy by January 1, 1984 to Rev. Sherre Boothman.

"Orientation to MCC Pastoring": Financial Services

Samaritan College in sponsoring the "Orientation to MCC Pastoring" realizes the financial challenge participants could face. In an effort to assist those who are interested in the program, the College will be establishing a trust fund for prepayment of tuition. Individuals, local churches and districts may donate funds to assist participants with tuition payment and deposit these funds in the Samaritan trust fund.

The process to be used is as follows:

1. Send check or money order payable to Samaritan College to:

Samaritan College
Attn: Rev. Sherre L. Boothman
5300 Santa Monica Boulevard
Suite 104
Los Angeles, CA 90029-9990

2. Note on the payment or by letter with the payment the name of the participant who is to receive tuition credit;
3. The College will mail the donor a receipt for funds given and notify the participant of their tuition credit within two weeks. If no receipt or notification is received within two weeks, please notify the College Dean, Rev. Sherre L. Boothman, immediately.

A scholarship fund is also being established. If Samaritan College receives donations to this general scholarship fund, those registered for the program will be notified and upon request will receive an application. The requirements for official consideration of an applicant, if and when these monies become available, will be:

1. Need for financial assistance;
2. Letters of recommendation from the senior pastor and current Board of Directors of the applicant's church (if participant is the senior pastor, only letters from the Board will be needed.);
3. A statement from the participant that clearly states their commitment to pursuing a career as an MCC pastor;
4. Completed application form.

The Management Team will appoint a Scholarship Committee which will determine who receives scholarship funds. This committee will follow these guidelines:

1. No participant, except for participants from W.C.E., may receive more than 50% of their total tuition cost from the Scholarship Fund;
2. Scholarship funds may be used only for tuition cost;
3. Only individuals demonstrating a commitment to MCC pastoring as a career will be eligible;
4. Criterion for awarding scholarships will be:
 - a. Financial need;
 - b. Educational achievement: This will be judged by:
 1. Transcripts of previous academic work;
 2. Professional growth as noted in the letters of recommendation.

All decisions of the Scholarship Committee will be final.

We sincerely hope these structures will aid participants in meeting the program cost.

In Christ,

Samaritan Management Team

REVISED BUDGET: 1983-84 ACADEMIC YEAR (Effective November 1, 1983)

I. Income/Month:

UFMCC Stipend \$2500.00

II. Expenditures/Month:

Samaritan College Rent 896.00
 Samaritan College Dean 1000.00
 (\$500 = salary: \$400 = housing: \$100 = transportation)
 Extended Studies Allotment 300.00
 Conferences for College Dean 50.00
 College Office Supplies (including library) 25.00
 Bookkeeping Services for College (estimate) 100.00
 College: Dean's Health Insurance (estimate) 75.00
 College: Dean's Auto Insurance (for 9 months of the year only) 59.00

TOTAL EXPENSES/MONTH: \$2505.00

III. Recommendations on Remaining Income:

Present Sources of Income: remaining UFMCC stipend (\$54/month for 3 months); tuition; Samaritan Press; Tithes; Donations and Samaritan Sunday.

- A. A contingency fund of \$500 be built into the operating general fund of the college. The deam of the college would, at her discretion, use this money for auto maintenance and for the starting up cost of each semester. Extra income sources would replenish this fund before being designated for the other budgetary recommendations listed below.

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B. After the \$500 contingency fund is established, the remaining income would be put into a high yield account. The following priorities would determine use of these funds:

1. Separate incorporation (estimated cost = \$1200)
2. New facilities for Samaritan College (estimated cost to Samaritan = \$2000: MCC of the Valley has pledged \$1000 to Samaritan's move: total cost of the move estimated + \$3000)

IV. "Orientation to MCC Pastoring:"

A separate savings account will be opened for the monies coming in for the Orientation program. These funds shall only be used for expenses involved directly in the program itself. An itemized accounting of income and expenditures will be presented to the Management Team in September 1984. All funds remaining in this account at the close of the program (August 12, 1984) will be, at that time, available for distribution by the Management Team to the other programs of Samaritan Educational Ministries.

VI. Internal Operating Policies:

- A. Faculty teaching courses at Samaritan College will receive a stipend equivalent to 10% of the tuition paid by the students enrolled in their class which will be paid to them in 2 installments by the College; one at mid-term and one at the end of the semester. This will begin with the Spring semester of 1984.

Moved: Sherre Boothman Seconded: Keith Apple

Passed unanimously.

*B. Tuition Policy:

1. Beginning with the Fall Semester of 1984, tuition at Samaritan College will be \$50 per credit hour. Registration fees will be as follows: 3 or more courses = \$25; 1 or 2 courses = \$15. A late registration fee of \$5 will be owed additionally if a student registers after the first two weeks of classes.
2. Financial assistance in the form of work-study can not be given for more than 50% of tuition owed by the student in a given semester. This policy will begin for the Spring semester of 1984.

Moved: Keith Apple Seconded: Nancy Wilson

Passed unanimously.

3. Sherre will develop a payment schedule for tuition this Fall for use beginning in the Spring Semester of 1984.

*C. Grading Policy: to begin February 1984

1. Grades will be due to the Dean of Samaritan College from the faculty members two weeks after the last day of the semester.
2. Incomplete Policy: If a student knows that he/she will be unable to complete a course by the close of the semester, s/he is responsible for requesting an incomplete from the faculty teaching the course. At the discretion of the faculty member, an incomplete may be given to the student. The incomplete form signed by both the faculty member and the student is due in when the faculty member hands in the grades for the class. Any student enrolled in a class for credit who has neither a grade nor an incomplete form when the grades for a class are handed in, will receive an "F" for that class. Any incomplete negotiated between a faculty member and student which extends the date of course completion beyond the close of the semester following the term in which the course was offered requires the approval of the Dean of Samaritan College.

Moved: Nancy Wilson Seconded: Keith Apple

Passed Unanimously

Cont. - Income & Expense Statement
Toronto

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EXPENSES:

I. United States

Airfare	\$ 8414.04	
Bank Charges	315.00	
Bookstore	1581.48	
Equipment Purchase	234.83	
Insurance	636.00	
Mileage	490.00	
Lodging	5762.53	
Honorariums	1000.00	
Telephone	2100.00	
Office Supplies	5314.08	
Printing & Reproduction	12360.29	
Per Diem	4280.00	
Room Rentals	560.00	
Outside Services	3967.38	
Worship	288.20	
Salaries	14160.21	
Postage & Shipping	5456.77	
Miscellaneous	<u>1617.25</u>	
Sub Total:		\$ 68,538.06

II. Canada

University of Toronto	\$33436.81	
Trinity St. Paul	916.67	
Oise Auditorium	445.83	
Book Table	1645.13	
Printing	3932.98	
Office Supplies	293.98	
Sound Equipment	326.58	
Equipment Rental	561.73	
Publicity	334.88	
Telephone	84.31	
Postage	414.00	
Parliamentarian	521.04	
Bad Debt	597.20	
Bank Charges	164.93	
Miscellaneous	<u>560.66</u>	
Sub Total:		\$44,236.48

TOTAL EXPENSES:

\$112,774.54

EXCESS INCOME:

\$ 3,372.07



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

INCOME AND EXPENSE STATEMENT
GENERAL CONFERENCE
TORONTO, ONTARIO, CANADA

All monies are U.S. currency according to the following conversion tables:

Canadian \$ ÷ 1.2 = U.S. \$
U.S. \$ X 1.2 = Canadian \$

INCOME

I. Registration (U.S.)

Advance	\$38735.00	
Less Refunds & Bad Cks.	<u>1175.00</u>	
Net Registration:		\$ 38,735.00

II. Housing

Trust Account	\$43100.00	
Interest	<u>464.52</u>	
Sub Total:		\$ 43,564.52

III. Registration (Canada)

Advance	\$ 908.33	
On Site & Book Store	<u>11697.49</u>	
Sub Total:		\$ 12,605.82

IV. Booklet Revenue

1,641.61

V. Canadian Tithes

Eastern	\$ 5000.00	
Western	<u>1666.66</u>	
Sub Total:		\$ 6,666.66

VI. Offerings

General	\$ 9745.00	
World Church Extension	<u>4363.00</u>	
Sub Total:		\$ 14108.00

TOTAL INCOME:

\$116,146.61

The Reverend Troy D. Perry, Founder

A ADMINISTRATION
A4 General Offices
A4.4 Director of Administration

- 84A4.4-1 MOVED we received report from the Director of Administration, Mr. Ravi Verma.
(See Attachment #1) (M-White/2-Smith; Unanimous)

A6	<u>Board of Elders</u>
A6.1	<u>Advisory Letters & Directives</u>

- 84A6.1-1 MOVED we reaffirm Elder Wilson's letter to Reverend Norris concerning the composition of the Board of Directors. (See Attachment #2)
(M-Mank/2-Harvey; Unanimous)

- 84A6.1-2 In reference to a letter from District Coordinator Mike Piazza concerning apparent or actual conflicts between Roberts Rules of Order and the U.F.M.C.C. By-laws, the Board of Elders passed the following motion:
MOVED where conflicts exist between Fellowship By-laws and any local Standard Operating Procedures or Rules (ie: Roberts Rules or other parliamentary procedures) the Fellowship By-laws take precedence. This is especially true since Roberts Rules are not uniformly used throughout the Fellowship especially in Churches outside the U.S.A. We do not even use Roberts Rules at our General Conference. Furthermore, we send this issue to the By-laws Committee for comment and review. (M-Mank/2-Harvey; Unanimous)

- 84A6.1-3 MOVED that we accept Elder Wilson's interpretation about requirements for
Chartering in her letter to MCC of the San Gabriel Valley.
(See Attachment #3) (M-Mank/2-Harvey; Unanimous)

- SBA6.1-4 MOVED that we accept Elder Wilson's interpretation in letter to Reverend Matara concerning length of terms for student Clergy. (See Attachment #4)
 (M-Harvey/2-White; Unanimous)

- 84A6.1-5 MOVED in response to an inquiry from MCC of the Resurrection-Houston, Texas,
 "All Excel Teams are directly under the supervision of the Executive Director
 of the Excel Program, which is a division of Samaritan Educational Ministries.
 This is clearly stated in the policies of Samaritan Management Team as
 approved by the Board of Elders last November. Excel funds are to be
 separately managed by the local Excel Team, and that Team must account for
 those funds to the Executive Director." (M-Mank/2-Wilson; Unanimous)

A6.3 Mission Status Requests

- 84A6.3-1 MOVED that we approve Midland/Odessa MCC, Midland, Texas for Mission Status
in the U.F.M.C.C. (M-Harvey/2-White; Unanimous)

- 84A6.3-2 MOVED that we approve MCC of the Palm Beaches, West Palm Beach, Florida for Mission Status in the U.F.M.C.C. (M-Wilson/2-Mank; Unanimous)

A6.4 Charter Requests

- 84A6.4-1 MOVED that MCC-Spokane, Washington be approved for Charter Status in the
U.F.M.C.C. (M-White/2-Mark; Unanimous)

- 84A6.4-2 MOVED that MCC-Quad Cities, Davenport, Iowa be approved for Charter Status
in the U.F.M.C.C. (M-Wilson/2-Harvey; Unanimous)

A6.5 Miscellaneous

- 84A6.5-1 In response to a request from the Board of Home Missions of the Great Lakes District regarding seating Lifestreams Ministry as a voting member of the Board of Home Missions, the Board of Elders passed the following motion:
MOVED that it is our understanding that the Board of Home Missions may seat anyone it chooses with a voice. However, the U.F.M.C.C. By-laws clearly do limit who votes to the Pastors, Interim Pastors, Worship Coordinators of congregations and the District Lay Representative. The By-laws do not say the Board of Home Missions shall "minimally be comprised of." There are presently no precedents for seating other than representatives from local congregations and the District Lay Representative as voting members of the Board.
(M-Mank/2-Wilson; Unanimous)

ELDERS MEETING
MARCH 14-17, 1984
KANSAS CITY, MISSOURI
PAGE 2

- 84A6.5-2 MOVED "Resolution: In recognition of the many faithful years of service Reverend Elder Emeritus (Papa) John Hose has given to this Fellowship and this Board of Elders, both prior to and following his retirement;

And in recognition of his 70th birthday on June 11, 1984;

Be it resolved that from this time forward all fees for registration to Fellowship Conferences for Reverend Elder Emeritus (Papa) John Hose be waived;

And further, that at ceremonial functions at General Conference involving the entire Board of Elders, Elder Emeritus Hose will be included."
(M-Smith/2-Perry; Unanimous)
- A6.5 NOTE: Let the minutes reflect that an in-service program on personal and institutional racism was held for the Board of Elders at this meeting.
- A6.6 Fellowship SOP's
- 84A6.6-1 MOVED that we endorse the proposal made by Reverend Rick Weatherly for an annual District review of Church membership and growth. We will distribute this to all districts; And MOVED that a letter of thanks be sent to Reverend Weatherly. (See Attachment #5) (M-Mank/2-Wilson; Unanimous)
- 84A6.6-2 At our last Board of Elders meeting, the Elders asked for some guidelines about special offerings. MOVED that at present, only three special offerings per year are authorized by the General Conference for all local Churches: World Church Extension Sunday (February), Samaritan Sunday (May), and Fellowship Sunday (October). In addition, the Board of Elders from time to time may make special appeals to the local Church. We are asking the Finance Committee to work with us to develop a comprehensive policy for all other solicitations by the July Board of Elders meeting. Our goal is to have a process by which other Fellowship programs may ask for the Elders to endorse their fund raising efforts. Until then, local Churches continue to have the option to honor or not honor other solicitations.
(M-Mank/2-Wilson; Unanimous)
- A6.6 NOTE: The minutes should reflect that the Board of Elders had a lengthy discussion on security (for Fellowship offices, Elders and personnel), and on contingency plans in the event of an emergency. These preliminary discussions were shared with the District Coordinators and with those attending Clergy Conference. Reverend Wilson will be working with a representative from the District Coordinators on plans--some to be presented at the July Elders meeting and some to be presented to the 1985 General Conference.
- A7 Board of Elders Meetings
- 84A7.84-1 MOVED that we accept the minutes of our November, 1983 meeting with the following change: 83C5-1: Reverend Elder Freda Smith did not second that motion. (M-Mank/2-White; Unanimous)
- All Church Services/Publications Department
- 84All-1 MOVED a subcommittee of the Board of Elders consisting of Elders Eastman and Smith and Mr. Ravi Verma work on proposals for the next Elders meeting for procedures for authorizing Fellowship publications, and determining where the revenues from those publications will go. They will consult with Samaritan, Adam DeBaugh and others currently involved in publishing in the name of the Fellowship.
(M-Mank/2-Wilson; Unanimous)
- All.8 Journey
- All.8 NOTE: We had a discussion about Journey and the Committee will come back to the July meeting with updated figures and proposals.
- All4 Business Consultant
- All4 NOTE: The Board of Elders had a meeting with our Business Consultant, Mr. Jay McManus, at this meeting.

ELDERS MEETING
MARCH 14-17, 1984
KANSAS CITY, MISSOURI
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C DISTRICTS, CHURCHES & CHURCH EXTENSION AREAS

C2 Mid-Atlantic District

- 84C2.0902-1 MOVED that we approve By-laws of MCC-Pittsburgh, Pennsylvania.
(M-Mank/2-Harvey; Unanimous)

C3 South Atlantic District

- 84C3.0808-1 In response to a request from MCC-Memphis, Tennessee, MOVED that we do not want to set a precedent of forgiving tithes. We will not keep MCC-Memphis from voting at District or General Conferences since they are being current in their tithes now. We will work with them to repay the debt. We want to hear from them at our July meeting about their finances, and they should present us with a plan on how to pay their back tithes.
(M-Wilson/2-Mank; Unanimous)

C6 Mid-Central District

- 84C6.0317-1 MOVED that we approve SOPs of MCC-Quad Cities, Davenport, Iowa.
(M-Harvey/2-White; Unanimous)

C8 Northwest District

- 84C8.0226-1 MOVED that we send back By-laws of MCC-Spokane, Washington for revisions to bring them into conformity with U.F.M.C.C. By-laws.
(M-Wilson/2-Harvey; Unanimous)

C9 Southwest District

- 84C9.0115-1 MOVED that we approve SOPs of MCC-Tucson, Arizona.
(M-Harvey/2-White; Unanimous)

F PUBLIC RELATIONS & MEDIA

- 84F-1 MOVED that Ravi Verma continue to explore working with the public relations firm "Communication Works" on some specific projects, so that we may evaluate them at our next Elders meeting. In addition, our Business Consultant, Mr. Jay McManus, will be meeting with "Communication Works" as soon as possible.
(M-Mank/2-Harvey; Unanimous)

G UFMCC BOARDS, COMMITTEES & COMMISSIONS

G1 Institutional Ministry

G1.1 Lawsuits (All)

- 84G1.1-1 MOVED that the Board of Elders approve air fare for our attorney, John Wahl, to Cincinnati, Ohio for the appeal of our case against the Department of Corrections for the State of Michigan (Inocensio vs. Johnson).
(M-Wilson/2-Harvey; Unanimous)

G3 Board of World Church Extension

- 84G3-1 MOVED that we received report from Elder White on World Church Extension. (See Attachment #5) (With verbal report from Elder Perry on Australia).
(M-White/2-Wilson; Unanimous)
- G3 NOTE: Reverend Maduka is ill, has not been able to work. Things are bad since the government takeover a few months ago. Jean will continue to try to stay in contact with them.

G4 Commission on Faith, Fellowship & Order

- 84G4-1 MOVED that we received report from Faith, Fellowship & Order. (See Attachment #6)
(M-Mank/2-White; Unanimous)

G7 Department of Christian Social Action

- 84G7-1 MOVED that we received report from Christian Social Action. (See Attachment #7)
(M-Mank/2-Smith; Unanimous)
- 84G7-2 MOVED that we appoint Adam DeBaugh as Chair of Christian Social Action through General Conference 1985.
(M-Perry/2-Wilson; Unanimous)

84G7-3 MOVED that the Board of Elders appoints a subcommittee to work with Adam DeBaugh on developing directions for the Department; and recommendations for appointments to a Christian Social Action Committee to implement those directions, to bring to the next meeting. The subcommittee to consist of Elders Wilson and Harvey. (M-Mank/2-Smith; Unanimous)

G7.1 Director of Third World Ministries

84G7.1-1 MOVED that the Board of Elders authorize the Fellowship offices to open a special account for scholarship monies and travel assistance for Third World people for the Third World Conference. The fund would be administered by the Board of Elders and the Director of Third World Ministries who would develop a process for the distribution of these funds. This fund is to be made up of voluntary contributions. (M-Harvey/2-White; Unanimous)

84G7.1-2 MOVED that the Board of Elders authorize the Fellowship offices to support Third World Ministries through producing and mailing newsletters, educational and promotional materials, both within the Universal Fellowship and to the media and the wider community. The copy will be written by Third World Ministries under the direction of the Director of Third World Ministries. (M-Harvey/2-Mank; Unanimous)

84G7.1-3 MOVED that the Board of Elders go on record encouraging District Coordinators to challenge Districts to financially support travel and housing of at least two Third World persons to the Third World Conference, which in 1984 is being held in New York City. (M-Harvey/2-White; Unanimous)

84G7.1-4 MOVED that we encourage Districts to begin identifying "fields of labor" for beginning MCC congregations in Third World communities. The Board of Elders commits itself to assist the Department of Third World Ministries in a long-term project of research, and guideline for methods of Third World outreach throughout U.F.M.C.C. (M-Wilson/2-Harvey; Unanimous)

G9 Commission on Special Ministries

84G9-1 MOVED that Duane Littlefield continue as Chair of Task Force on Substance Abuse through the next General Conference. (M-Wilson/2-Harvey; Unanimous)

G9 NOTE: The minutes should reflect that the Elders had a meeting with Mr. Patrick Sterling concerning deaf ministries and funding. Avenues for present and future sources of funding were discussed.

G10 Clergy Credentials & Concerns Committee

84G10-1 MOVED to reconsider funds for C.C.C.C. based on the recommendation of the Finance Committee. Their recommendation was from the present amount of \$150 to \$350 per month. (M-Smith/2-Harvey; Unanimous)

84G10-2 MOVED to give a clerical stipend for C.C.C.C. of \$500 per month. (M-Smith/2-Wilson; Yea: Smith, White, Wilson; Nay: Mank; Abstain: Harvey)

G10 RATIONALE: The rationale for increasing the stipend to \$500 is that this is the minimum amount needed to get the work done. The budget process at General Conference was based on inadequate information for C.C.C.C. The Finance Committee did not have enough or accurate information to project C.C.C.C.'s needs. To provide any less than this might set up the C.C.C.C. to fail at a very critical juncture. The Board of Elders will be in conversation with the C.C.C.C. and the Finance Committee to develop an adequate C.C.C.C. budget for the next General Conference.

G11 UFMCC By-laws Committee

84G11-1 MOVED we accept report from By-laws Committee with recommendations for appointments. (See Attachment #8) (M-Smith/2-Wilson; Unanimous)

- G15 Department of Ecumenical Relations
- 84G15-1 MOVED we received report from Department of Ecumenical Relations from Adam DeBaugh. (See Attachment #9) (M-White/2-Mank; Unanimous)
- 84G15-2 MOVED Elder Wilson co-chair Ecumenical Relations with a co-chair spot staying open at this time. (M-Smith/2-Harvey; Unanimous)
- G15 NOTE: Priority will be given to appointing a Third World person to be co-chair. This is especially crucial as we broaden our ecumenical outreach.
- G16 Fellowship Media Committee
- 84G16-1 MOVED that the financial report for the last quarter was received by the Board of Elders. The Elders and the TV Review Committee reviewed a rough copy of the show, "God, Gays & The Gospel: This Is Our Story", in January which was sent back to Vancouver for further editing. The next footage showing will be in April in Los Angeles. (See Attachment #10)
(M-White/2-Harvey; Unanimous)
- G20 Board of Pensions
- 84G20-1 MOVED we accept the Pension Plan as already accepted by the Fellowship Board of Pensions. (Available upon request from Fellowship Headquarters)
(M-Mank/2-White; Unanimous)
- G21 Spiritual Life & Clergy Care
- 84G21-1 MOVED we received report from Reverend Nancy Radclyffe on Spiritual Life & Clergy Care. (See Attachment #11) (M-Harvey/2-White; Unanimous)
- H SAMARITAN EDUCATIONAL MINISTRIES
- 84H-1 MOVED we received report from Samaritan Educational Ministries from Reverend Sherre Boothman. (See Attachment #12) (M-Wilson/2-White; Unanimous)
- J GENERAL CONFERENCE
- 84J85-1 MOVED that Brenda Gordon be Chair of Nominating Committee for General Conference 1985; and MOVED to accept recommendation from Elders Nominating Committee from 1983 to be used for General Conference 1985. (See Attachment #13)
(M-Smith/2-Mank; Unanimous)
- 84J85-2 MOVED that we accept General Conference report from the Administrator.
(See Attachment #14) (M-Smith/2-White; Unanimous)
- 84J85-3 MOVED the theme for General Conference 1985 be Galatians 5:1: "Stand firm, therefore, in the liberty Christ has given you." The title will be:
"Free To Be." (M-Smith/2-Harvey; Unanimous)
- R NEW RELIGIOUS RIGHT WING GROUPS
- 84R-1 MOVED that we explore the possibility of a lawsuit for damages, and equal time against the Old Time Gospel Hour, Reverend Jerry Falwell, Thomas Road Baptist Church and all other parties involved. (M-Harvey/2-Mank; Unanimous)

TO: THE BOARD OF ELDERS

FROM: RAVI VERMA, DIRECTOR OF ADMINISTRATION

RE: ADMINISTRATIVE REPORT

The last few months have been incredibly busy and we have made major strides in a variety of areas. Below is a summary highlighting these accomplishments.

A) GENERAL

1. Staff: Ms. Marie Rapley joined the staff in January 1984 as the Assistant Administrator. Marie has had extensive experience working as an administrator in non-profit agencies, an insurance underwriter and in writing grant proposals. The Shipping Clerk position has been filled by Mr. Louis Salazar and we are yet interviewing for the clerk/typist position.
2. Personnel Manual: Attached is an outline of the manual. Marie and I will be completing it in the next few months.
3. Equipment: We have received our IBM Displaywriter. Two staff people are currently training on it and the training should be completed in the next 4-6 weeks. This equipment will enable us to do a multitude of tasks very efficiently.

I am also negotiating with Minolta to upgrade our photocopying equipment to a faster, higher volume machine. Please note that this will be within the budget allocated for office equipment.

Our printing press has been moved to All Saints in Hollywood and within the next few months it should be operational.
4. Filing System: Marie Rapley is working closely with Rev. Elder Nancy Wilson to revamp and centralize our filing system. It is a major task and we should have a revised system in place by the next meeting.
5. Printing: We have revised and printed:
 - a. "Why We Are A Fellowship"
 - b. "Universal Fellowship Today" (attached)
 - c. "Universal Fellowship Today" in Dutch (translated by Rev. Johannes DiMaria-Kuiper and printing paid with designated WCE funds)
 - d. Spanish materials:
 1. "Cristo Ama Los Gays"

2. "El Homosexual y La Biblia"
3. "UFMCC By-Laws" in Spanish, the translation being coordinated by Rev. Betty Pedersen
- e. French materials (translated by Rev. Ron Bergeron and printing paid with designated WCE funds)
- f. General Conference Reports

A revised version of the packet "How To Start A Study Group" is close to completion and we have already started working on an exciting promotional program for "Fellowship Sunday."

B) FINANCIAL STATEMENTS

Three quarterly statements for this fiscal year have been mailed to all the churches. Michael Mank and I held a conference call with the Finance Committee Executive Committee to discuss these reports and to recommend budget modifications to the Board of Elders (as per General Conference Guidelines). The members of the Finance Committee were positive about the reporting system.

Future plans include setting up cost centers in the Fellowship Offices to collect detailed information on the true cost of the Fellowship programs. This will include allocating of personnel time to the appropriate programs. This information will be important to GSS and to the Finance Committee in preparing the next budget.

We do need to receive regular financial reports from all Fellowship Commissions, Committees, Boards, Institutions and Districts outside the United States plus World Church Extension areas in order to get a complete financial picture of UFMCC's finances.

C) OLYMPICS

I've been working with Rev. Judy Dahl and several churches in the Southwest District to coordinate some joint activities during the Olympics in Los Angeles. We will also provide to them Fellowship materials we have in languages other than English.

D) COMMITTEES, COMMISSIONS, ETC.

I have been working closely with the Third World Ministries, Hispanic Americas Ministry and am beginning work with the Commission on the Laity.

Dates -

OUTLINE FOR UFMCC EMPLOYEE HANDBOOK/MANUAL

I. Note or Letter from Moderator Welcoming Employee

II. Introduction

Historical Overview of UFMCC

III. Scope

Who the Handbook is for

IV. Purpose

Overview of Contents

V. Organizational Structure

Brief Description Governing Structure Plus All Committees/Departments, Institutions, Commissions, etc.

VI. Policies and Procedures

- (a) EEO/Affirmation Action Program
- (b) Employee Complaint Procedure
- (c) Office Hours
- (d) Overtime
- (e) Time Sheets
- (f) Pay Periods
- (g) Payroll Deductions
- (h) Termination
- (i) Office Emergency and Illness
- (j) Travel Procedure
- (k) Travel and Business Expense
- (l) Purchasing Procedure
- (m) Attendance
- (n) Personal Leave and Absence
- (o) Medical Leave of Absence
- (p) Bereavement Leave
- (q) Jury Duty
- (r) Probation
- (s) Evaluation
- (t) Orientation

VII. Benefits

- (a) Group Insurance Program
- (b) Vacation
- (c) Holidays
- (d) Paid Sick
- (e) Disability Absence Allowance
- (f) Parking

VIII. Compensation

Pay policies, performance reviews as it relates

to Salary Increases, Merit Increases, etc.

IX. Rules of Conduct

Conduct Guidelines, Office Decorum

X. Safety

Rules, Emergency numbers

Prepared By Marie Rapley
2/84

St. John's Metropolitan Community Church

E-91

PO Box 5626 • Raleigh, North Carolina 27650 • (919) 834-2611 • The Reverend June Norris, Pastor

14 February 1984

The Board of Elders
5300 Santa Monica Blvd. Suite # 304
Los Angeles, CA 90029

Attention: The Reverend Elder Nancy Wilson

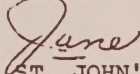
Dear Nancy,

We need clarification concerning the offices of church clerk and treasurer of the local churches. According to the UFMCC by-laws Page 13 lines 32-37 Article V D-2, members of the local board are "responsible for collecting and disbursing church funds and for keeping adequate church records" but it does not state that those offices must be occupied by members of the BOD. (By contrast, the duties of the BOE are explicit in the requirement those persons be elected from and by Board of Elders' members.)

Can the treasurer and the church clerk be appointed by the BOD and perform those duties under the direction of the BOD?

Thank you for giving this concern your attention.

In Christ's love,



ST. JOHN'S METROPOLITAN COMMUNITY CHURCH
The Reverend June Norris, Pastor



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

February 23, 1984

Rev. June Norris
St. John's M.C.C.
P.O.Box 5626
Raleigh, N.C. 27650

Dear June:

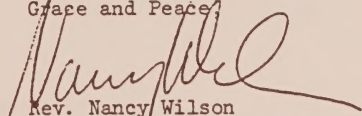
Thank you for your letter of February 14, asking for clarification of by-laws (UFMCC) page 13, lines 32-37, Article V D-2.

The Board of Elders has considered this question in the past. It has been our clear understanding that the Clerk and Treasurer are the officers of the Board of Directors, and therefore must be members of the Board. This does not mean, however, that Board members may not have assistance from other members in good standing to help with the duties of the office.

However, it would not be our interpretation that a treasurer - or church clerk could be appointed by the Board of Directors.

I will re-affirm this opinion with the whole Board of Elders at our March meeting. If their recollection differs from mine, I will be in touch with you again.

Grace and Peace,


Rev. Nancy Wilson
for the Board of Elders

**METROPOLITAN COMMUNITY CHURCH
SAN GABRIEL VALLEY**

13040 East Valley Blvd.
Bassett, CA 91746
(213) 968-4345

February 12, 1984

E-93

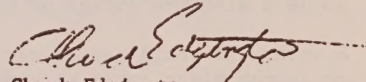
Rev. Elder Nancy Wilson
Universal Fellowship of
Metropolitan Community Churches
5300 Santa Monica Blvd., Suite 304
Los Angeles, California 90029

Dear Rev. Elder Wilson;

Our Church is interested in applying for charter status this year. According to the By-Laws page 15 section C line 10 & 11 the Church must be financially able to support a full time pastor. The Board of Directors would like clarification regarding the statement to be supporting a full time pastor. Does that mean that the minister must be working full time at the Church or does it mean that the Church must have the financial ability to pay a full time pastor?

Thank you in advance for your response.

In Christian Love,



Chuck Edgington
Church-Clerk



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

February 17, 1984

Chuck Edgington
M.C.C. San Gabriel Valley
13040 East Valley Blvd.
Bassett, Ca. 91746

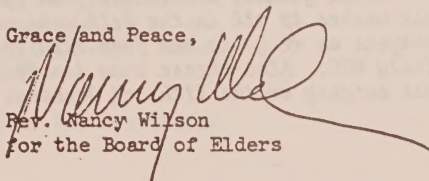
Dear Chuck:

Thank you for your inquiry concerning applying
for Charter Status.

The Elders have considered this question before,
so I do not think it needs to go to the whole
Board. It is our understanding of the By-laws
that a church must be able to pay a fulltime pastor.
If the church, for whatever reasons, wishes to
spend that money some other way, and if that is
agreeable to the pastor, that is your business.
However, it is our understanding that you must
have the resources to pay a pastor should that
become desirable or necessary.

God bless you in your ministry together.

Grace and Peace,


Rev. Nancy Wilson
for the Board of Elders

cc: All Elders
Rev. Judy Dahl, District Coordinator

10 January 1984

Rev. Elder Nancy Wilson
UFMCC
5300 Santa Monica Blvd., Suite 304
Los Angeles, Ca. 90029

Dear Nancy,

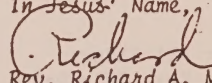
Greetings and peace in the name of our Savior, Jesus Christ! I hope that you have had a joyful holiday season. Phil and I thank you for the copy of the Fellowship directory. It is very helpful to us, especially in our search for a pulpit.

I am writing you for an opinion about a situation here in Providence that I am not quite sure about. Several of the members here have asked me the same question and I would appreciate an advisory opinion. At the last Board of Directors meeting there was some discussion about the leave of absence of one of the student clergy. This student clergy had just completed a six month leave of absence which coincided with the end of the one year term as student clergy. It was suggested that the time spent on leave of absence does not count as time of the term and that this student clergy still has six months to serve. Complicating the situation is the fact that this was the fifth year this person was approved as a student clergy. The Board reinstated the person for six months.

Several people have expressed the opinion that this is wrong, that the time spent on a leave of absence does count as time of a term of office. I personally feel that this is true. When I was a member of a religious order, if you were given a leave of absence that did not extend the time of your religious vows. If your leave of absence extended past the time of your vows, your vows then expired. I believe the same principal applies to this situation.

I would greatly appreciate your opinion on this matter. My prayers and best wishes to all in the Fellowship offices. Please keep Phil and I in your prayers as we go to New York city on Jan. 15 to candidate for the pulpit of Trinity MCC. Also please pray for Phil's mother as she is scheduled for cataract surgery on the 17th. of January.

In Jesus' Name,


Rev. Richard A. Matera
48 Parkis Ave., Apt. 11
Providence, R.I. 02907

E-96



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

February 17, 1984

Rev. Richard Matera
48 Parkis Ave. , Apt. 11
Providence, R.I. 02907

Dear Richard:

First of all, congratulations to you and Phil on your election to the pulpit of Trinity MCC in New York - you must both be very excited.

I am going to have to take the question you asked of me concerning student clergy and credentials to the Board of Elders meeting in March for a conclusive answer. Please communicate this to all parties concerned.

My personal feeling is that your interpretation, i.e., that time spent on leave of absence does count as time of a term of office, is the correct one. I base this on the fact that if a person is licensed in UFMCC, and during the two year period of that license takes a 6 month leave of absence, they still have to apply for re-licensure at the end of two years - they do not add on another six month and then re-apply for licensing. This may, however, turn out to be a matter of local jurisdiction. That is why I want to take it to the Board of Elders.

We will address our conclusions to the Providence Board in March.

Grace and Peace

Rev. Nancy Wilson

The Reverend Troy D. Perry, Founder

WORLD CHURCH EXTENSION REPORT

ELDERS' MEETING MARCH 1984

FROM EXECUTIVE SECRETARY FOR WORLD CHURCH EXTENSION:
REVEREND JEAN A. WHITE

E97

This last quarter has seen quite a lot of movement within World Church Extension. There is quite a lot to report.

Firstly, the Reverend Bob Arthur arrived in England and has settled in Birmingham and the Church there has begun to grow already, there seems to be a new lease of life in the Church now that they have a Pastor. Reverend Arthur is also going to be on the Church Extension Committee for the U.K. and Western Europe, he will act as Clerk.

At long last we are going to have an office outside of my home. We have now rented premises at 56 Knight's Hill, West Norwood, London SE27. The rates are very fair and there will be plenty of work space and it will be more convenient for people coming to visit the World Church Extension office overseas. They will not have to come to my home. We take up the tenancy as of March 1st 1984, the tenancy runs on a monthly licence, which is very favourable for us and includes the City's rates for the property. We are really praising God for this move.

Translations

We now have the Fellowship leaflet translated into French and printed, into Dutch awaiting printing. Various pamphlets have also been translated into Spanish for the Hispanic groups. The Danish group are also doing more translations into Danish of various pamphlets.

Outreach

In Denmark there is great excitement because two major cities Arhus and Barnholm are interested in having people come from UFMCC to speak to them. In Arhus, which is the second largest city in Denmark, they have now gathered six people who want to begin to worship together. Mia Andersen is going to go down initially to see them and I hope to be able to go to visit later in the year.

New Zealand are having interest shown in various cities around the Auckland area and are advertising and sending out literature to these people, and are hoping to start work in Christchurch soon.

Reverend Mojica reports that the Hispanic Churches are all doing very well, that there is an upsurge of growth and renewal within them, especially in the Mexican Church. We have also received a query from Argentina and we shall have to see what this leads to.

continued...../2.

There is an international Christian gay conference to be held in Amsterdam in June, which I plan to attend and I am to meet there with some people from Switzerland and France who are interested in beginning feasibility study groups.

There seems to be a small steady growth in all World Church Extension areas at this time.

There is much to praise God for, especially the translation work that has been undertaken.

Report submitted by Reverend Elder Jean A. White,
Executive Secretary for World Church Extension.



Faith, Fellowship and Order Commission, Rev. Jennie Boyd Bull, Chair
 PO Box 1145, Baltimore MD 21203 Ph 301 523-6363

Feb. 23, 1984

To: The Board of Elders

From: Jennie Boyd Bull

Subject: FFO Report to March Board of Elders Meeting

Attached you will find a copy of the agenda for the upcoming March 15-18 meeting of FFO in Kansas City, concurrent with the GSS, Hymnody and Board of Elders meeting. You will also find a roster of the new representatives to FFO. I am pleased at the blend of new representatives and continuing members, which promises a smooth transition. It is also exciting to have active participation in North Australia, interest in Great Britain and Europe, and offers of Spanish translation for the Hispanic Americas. You will also note two new appointees from Third World Ministries.

Our work in Kansas City will focus on several areas: a runthrough of the "Vocabularies of Faith and Sexuality" workshop developed by Nancy Wilson and Ken Martin; final compilation of study questions for a Christian theology of sexuality and plans for presenting them throughout UFMCC; working papers on our process of doing theology; and beginning development of a multi-issue approach, including discussion of Baptism, Eucharist and Ministry, theological issues raised by AIDS, and racism.

Much of the work of the last quarter has involved compiling an updated roster following October district conferences and planning the agenda and working papers for the upcoming conference, and seeking travel funding for representatives from Hispanic and Third World Ministries.

March 22-24, I will be attending the National Council of Churches Faith and Order meeting in Warwick, NY, where the focus of the meeting will be on "The Apostolic Faith" (a search for unity based in the Nicene Creed) and participation in the contextual theology working group.

As has been our pattern, we hope at this meeting to establish processes for continuing to reach the diversity of our Fellowship with resources for examining a Christian theology of sexuality and other issues of concern, including workshops, Journey articles, Samaritan Extended Studies resources, and whatever ideas the Holy Spirit gives us. We also expect to be joyful together.

UFMCC DEPARTMENT OF
CHRISTIAN SOCIAL ACTIONSuite 201
8301-16th Street
Silver Spring, Maryland 20910

Phone: 301/585-3330

E-100



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

TO: The Board of Elders, UFMCC

FROM: R. Adam DeBaugh, Director, Department of Christian Social Action

RE: Report for the March, 1984, Elders' meeting.

I was very pleased, brothers and sisters, to be able to finally publish the Reverend Michael England's The Bible and Homosexuality as number three in the Let's Do The Gospel Series. I received final corrections from Kurt in the Fellowship offices in December and the first copies came off the presses just after Christmas. I am providing copies for each of you with this report.

The sales have been excellent and we are well on the way to recouping the printing costs, which will be used of course for the publication of the next edition in the series. Over 500 have already been sold, including sales to four commercial bookstores.

I am finding time to work on the next edition, Coming Out!, though I am also finding that the Bible study just won't stop! In addition, I have arranged for a draft of an edition on ministry in nursing homes and to shut ins to be completed fairly soon, as well as an edition on ministry to alcoholics and chemically dependant people (which may be two editions, rather than one). After I complete Coming Out! I will finish work on an edition on the draft and conscientious objection, using the resolution the Board of Elders had passed some time ago.

The funds for this are coming in, I am pleased to report, both in individual contributions specifically for the Let's Do The Gospel Series and from sales of the first three booklets. I am also pleased to report that I, at this time, do not need to come to the Board of Elders for any of the money budgetted for the DCSA.

Though I had some questions about whether I would be able to continue my work in ecumenical relations and Christian Social Action while I served as District Coordinator of the Mid-Atlantic District, I find that I am able to do so. There has been some support for the scheme to buy back time from my secular employment, though I have yet to send out the brochures which were donated for that purpose. Enough money has been pledged each month to keep me away from my secular job sufficient hours to do the DCSA work required -- and we still get at least two or three orders each day in addition to time for writing. As you know, Christian Social Action is my first love and I am very committed to continuing to produce the Let's Do The Gospel Series -- and to raising money for that.

I therefore ask the Board of Elders to re-appoint me as director of the Department of Christian Social Action. Thank you and God bless you.

The Reverend Troy D. Perry, Founder

E-101

ALAN E. POVEY
1111 PARK AVENUE, APT. 1610
BALTIMORE, MARYLAND 21201

February 21, 1984

The Board of Elders
ATT: Rev. Elder Nancy Wilson, Clerk
UFMCC
5300 Santa Monica Boulevard, Suite 304
Los Angeles, CA 90029

Dear Friends in Christ:

May the peace and love of Jesus Christ continually surround and uplift you.

Thank you for your letter of December 8, 1983 and your consideration of me to chair the Fellowship By-Laws Committee. I am pleased to accept this appointment.

I have enclosed two agenda items for the March 1984 meeting of the Board of Elders. The first is the establishment of a March 1, 1985 deadline for the receipt of By-Laws proposals. This corresponds to the March 1, 1983 deadline set before the last General Conference.

The second is the nomination of four persons to serve on the By-Laws Committee. Among the nominees are two who, like me, reside in the Mid-Atlantic District. The purpose of this is to give me assistance in preparing the committee report, assistance which would otherwise be unavailable because of the lack of travel funds. The other two nominees would be asked to review a draft of the report before it is submitted, and to attend a full committee meeting in Sacramento. I am especially pleased that Larry Rodriguez has agreed to continue to serve on the committee.

I trust you will contact me if there are any problems with the agenda items. Please send mail directly to my residence at the above address. I can be contacted by phone at (301) 462-4319; the best time to reach me most days is between 2 and 4 PM Pacific time.

My prayers will be with you for a Spirit-filled and productive meeting.

In Christ's Abiding Love,

Alan E. Povey
Alan E. Povey

PROPOSED AGENDA ITEMS
BOARD OF ELDERS MEETING -- MARCH, 1984

SUBMITTED BY FELLOWSHIP BY-LAWS COMMITTEE
Alan E. Povey, Chair

1. That the Board establish March 1, 1985 as the deadline for the receipt of proposals for amending the Fellowship By-Laws.
2. That the Board appoint the following four individuals to serve on the Fellowship By-Laws Committee:
 - a) Ms Lyn Lehman, Vice-Moderator, MCC NoVa
 - b) Ms Brenda Peterson, Vice-Moderator, MCC Philadelphia, and Assistant Lay Representative, Mid-Atlantic District
 - c) Mr. Larry Rodriguez, Lay Representative, Southwest District, and immediate past Chair of the Committee
 - d) Rev. LaPaula Turner, Pastor, MCC Columbus (Ohio)

(NOTE: All of the nominees have agreed to serve if appointed)

Suite 201
8301-16th Street
Silver Spring, Maryland 20910

Phone: 301/585-3330

E-103

5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100



TO: The Board of Elders, UFMCC

FROM: R. Adam DeBaugh, Co-director, Department of Ecumenical Relations

RE: Report for the March Elders' meeting, 1984

Greetings, brothers and sisters, in the name of the Savior. Since the November National Council of Churches Governing Board meeting, there has been a very low profile for the Department of Ecumenical Relations. This is appropriate, if only in order to give the NCCC some breathing space.

Our application has given the ecumenical community in the United States a great deal to think about and articles still continue to be published about the ramifications of our actions and the issues we raise to the Church Universal. But I agree with Reverend Elder Wilson that we need to be fairly quiet for the time being and wait before another major initiative.

Elder Wilson will no doubt share with you her letter from Claire Randall, the General Secretary of the NCCC. She will be attending the Governing Board meeting in May in Louisville. I will be available for the Governing Board meeting in November, 1984.

I think we can look back with great pride on our two years since I first wrote the letter of application to the National Council. They have been years of great growth for the Christian church in this country and we have every right to be thankful that God has seen fit to use us in this way.

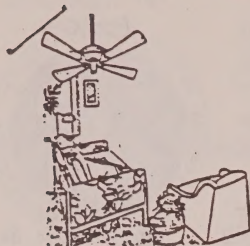
I continue to be able to work with Elder Wilson on ecumenical concerns and desire that I be allowed to do so with your blessing and support. Thank you for your past assistance -- throughout the process the Board of Elders has been wonderful in its role and I am very grateful to you all.

Yours in Christ,

R. Adam DeBaugh

U.F.M.C.C. TELEVISION SPECIAL
Income and Expense Statement
1st, 2nd & 3rd Quarters, Fiscal Year, 1983-84

	1st Quarter Apr 83-June 83	2nd Quarter July 83-Sept 83	3rd Quarter Oct 83-Dec 83	9 months Apr 83-Dec 84
Air Fare	\$3410.23	\$1542.12	\$3035.69	\$7998.04
Advertising/Publicity	635.00			635.00
Bank Charges	19.50		17.00	36.50
Contracts	14000.00		5000.00	19000.00
Bad Debt	20.00			20.00
Interest	327.67	334.52	336.58	998.77
Land Transportation			179.38	179.38
Lodging/Meeting Space	1010.72	178.77	422.75	1612.24
Legal Fees	80.00			80.00
Mileage	31.65	50.00		81.65
Outside Services	1200.00	799.84	1200.00	3199.84
Per Diem		75.00	175.00	250.00
Public Relations	980.36	905.86	201.69	2087.91
Miscellaneous	1330.00		314.73	1644.73
Loan Payment			1000.00	1000.00
 Total Expenses	 \$23045.13	 \$3886.11	 \$11882.82	 \$38814.06
 Starting Balance	 4331.33	 6665.15	 10812.13	 4331.31
Total Income	25378.95	8033.09	6458.54	39870.58
Total Expenses	23045.13	3886.11	11882.82	38814.06
 Closing Balance	 \$6665.15	 \$10812.13	 \$5387.85	 \$5387.85



SPIRITUAL LIFE AND CLERGY CARE CENTER
P.O. Box 691566, Los Angeles, CA 90069 (213) 465-4227

The Rev. Nancy L. Rodcliff, Sr. Chaplain



Income and Expense Statement

August 1983 -- February 1984

INCOME	TOTAL INCOME	<u>General</u>	<u>Benevolence</u>
August/September	\$ 65.00	\$ 58.50	\$ 6.50
October	390.80	322.07	68.73
November	620.00	558.00	62.00
December	110.00	99.00	11.00
Subtotal 1983	1,185.80	1,037.57	148.23
January	86.18	78.68	7.50
February	880.00	792.00	88.00
Subtotal 1984	966.18	870.68	95.50
GRAND TOTAL	<u>\$2,151.98</u>	<u>\$1,908.25</u>	<u>\$243.73</u>

EXPENSE and/or DISBURSEMENTS

October 1983 thru February 1984

Clergy Benevolence	\$ 115.00	
Telephone (SLACCC payment only)	260.92	
Postage	119.01	
Office Equipment Debt Reduction	103.00	
Relocation Expense Debt Reduction (Moving expenses from Florida)	382.00	
Sr. Chaplain Health Insurance	19.20	
Other Expenses, i.e., office supplies, outside printing etc.	170.31	(includes return of check to MCC of the Rockies&UFMCC Administration)
GRAND TOTAL	<u>\$1,169.44</u>	

Sr. Chaplain's personal needs have been met through pulpit fill, spouse and a few generous friends at varying times and places.

March 10, 1984

I thought you might enjoy reading excerpts from some of my letters that have been sent as a response to SLACCC Ministry:

"No words can ever express my appreciation for the love, caring and help that you have extended me. I thank you for the gift (Clergy Benevolence Check) but more importantly for the prayers..."

"Your input and assistance will always be appreciated. Thank you for all the time and energy you put into..."

"I want to take time with this note to let you know how much your work means to me and how thankful I am for your responding to the need in our Fellowship."

"Thank you for your very welcomed letter... I do want you to know that, although right now this is a crisis time for me, being able to put in on paper helps..."

"When I received the February issue of JOURNEY, and read your "Chaplain's Corner", I was really so happy and proud to be a part of the Fellowship. Your words had a very special meaning for me."

SPIRITUAL LIFE AND CLERGY CARE CENTER

Breakdown of Services
December 1983 thru February 1984

Clergypersons

Telephone calls incoming

December	121
January	88
February	93

Correspondence incoming

December	58
January	45
February	48

Clergypersons' Significant Others

Telephone calls incoming

December	9
January	5
February	7

Correspondence incoming

December	2
January	3
February	1

Former Clergypersons

Telephone calls incoming

December	9
January	8
February	5

Correspondence incoming

December	2
January	3
February	3

Student Clergy

Telephone calls incoming

December	10
January	27
February	25

Spiritual Life and Clergy Care Center
Page two - March 10, 1984

Correspondence incoming

December	4
January	5
February	4

Concerned Referrals

This category represents both laity and clergy who have felt the need to alert SLACCC that a call, note or follow up would be in the best interest of a clergy known by the referral person.

Correspondence incoming

December	8
January	7
February	9

Telephone calls incoming

December	10
January	8
February	16

*** All of the categories combined represent:

Ordained Clergy	43
Licensed Clergy	68
Student Clergy	27
Former Clergy	4
Districts	ALL (US & International)

SLACCC Sr. Chaplain

Personal appoints with all Categories

December	24
January	15
February	18

Significant Needs as determined by above contact

1. Written and unwritten rules as to professional acceptance
2. Chemical dependence
3. Financial worries
4. Mid life concern about future
5. Personal Relationships & fear of AIDS

UFMCC BOARD OF PENSIONS
1984 Annual Budget

PROPOSED

1. Pension Services Corp.	3500.00
2. Staff \$75.00 per week*	3900.00
3. Trustee Insurance**	84.00
4. Telephone \$100.00 per month	1200.00
5. Office Space \$180.00 per month	2160.00
6. Mailings \$50.00 per month	600.00
7. Office Supplies \$25.00 per month	300.00
8. Printing \$25.00 per month	300.00
9. Travel/Meetings	1300.00

TOTAL	\$13,344.00
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Items 1 & 2 of the aboved budget are fixed sums.

Items 3 thru 9 are suggested amounts that may be redistributed
by line item action within the confines of total budget monies.

* If this position is held by a clergyperson, then
payment would reflect as parsonage allowance as
permitted by the Internal Revenue Service.

** Lou Jones Bonds, Los Angeles, California
\$10,000 Minimum Bond for 3 years

The Law requires that at least 10% of all
pension funds be insured.

February 25, 1984

Samaritan

E-110

March 1, 1984

Dear Board of Elders,

With great joy in my heart I report to you that Samaritan Educational Ministries is doing exceptionally well! God has been very generous to us and we ask you to join us in prayers of praise for the miraculous blessings. Jeff has been able to add additional materials to both the Adult Education Programs and the Correspondence Program of Extended Studies. EXCEL, under the very able direction of Keith Apple, is growing very rapidly with new teams developing in several areas including the northeastern corridor and Florida.

A major new program has begun through Samaritan College with the Union for Experimenting Colleges and Universities. You probably have seen the mailing announcing the new program. The degrees are awarded by the Union. Samaritan College is simply acting as a networking agent for MCC people. All income from tutoring done by Samaritan staff (currently Jeff and myself) will be paid directly to the appropriate division of Samaritan. Thus, the program will be a source of fundraising for Samaritan. (Jeff and I will be tutoring during our office hours)

I am also excited about the upcoming workday for Jeff, Keith, and myself. We will be designing a new catalog with major curriculum revisions in the degree program. Also, we will be looking at some possible internal changes to facilitate more readily available educational opportunities in various geographical locations around UFMCC. This meeting is scheduled for March 14 and I hope we will have some exciting possibilities to share with you at Clergy Conference.

The Orientation Program is on for all three locations this summer. More registrations are arriving everyday. Currently, (and I stress currently) the registrations are as follows:

MCC Los Angeles: 6 people for the entire six weeks
1 person for four weeks
2 people for two week segments

(These include 1 from Washington, DC; 1 from Ft. Lauderdale, FL; 1 from Australia; 4 from California; and two from Oregon.)

MCC Dallas: 9 people
(These include 1 from Mississippi; 3 from Mexico City; 1 from California; and 4 from Texas.)

MCC Detroit: 4
(These include 1 from Illinois; 2 from Ohio; and 1 from North Carolina)

We are indeed an international program! At this level of registration we can meet the cost of all three programs.

What excites me more than anything else is that with the Union Program and the Orientation Program, we are truly providing all of UFMCC with viable educational opportunities! No longer does location, money, or homophobia prevent our folks access to the education and training they desire! The fact that this can be done for an administrative investment by the church of just \$2500/month is God's miracle! May our generous God be praised!!!

I pray God blesses each of you and your ministries!

Yours in Christ,

Sherre

Rev. Sherre L. Boothman
Dean, Samaritan College

P.S. I will be arriving in Kansas City on Thursday afternoon, March 15 to begin meeting with the FFO. Please let me know if you have any questions or need any additional information.

REPORT OF THE ELDERS NOMINATING COMMITTEE
GENERAL CONFERENCE, 1983
TORONTO, ONTARIO, CANADA

We felt the process used, based on feedback given to us, was an informative and effective method.

Recommendations:

1. The chairperson should be appointed by the Board of Elders to serve for a designated period of time to provide committee continuity.
2. All Districts should be encouraged to send Clergy and Lay Representatives to this Committee. Preferrably someone who has served previously.
3. The forum should be held during approximately the same time slot.
4. Format of the forum should remain the same--a portion devoted to pre-formulated questions and a portion devoted to open question/answer period.
5. We should use pre-printed ballots.
6. Once ballots are passed out, the voting floor should be sequestered.
7. All candidates should be requested to submit resumes for consideration and distribution.

We would ask that this body adopt these guidelines for future committee's use.

Respectfully,

Brenda Gordon, Chair
Lay Person, Southeast District



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

GENERAL CONFERENCE '85

Progress Report

I have been in contact with our church in Sacramento, CA outlining their responsibilities and have had preliminary discussions with the Hotel and Convention Center.

Our new conference coordinator, Mr. Ray Villarreal, has had extensive experience in planning and coordinating conferences in Los Angeles, San Francisco, Hawaii, Puerto Rico, etc. He has also worked in this field for a major television network.

Ray and I will be traveling to Sacramento the 2nd week of April 1984 to meet with our people in the Host Church in addition to the Hotel and Convention Center personnel.

Attached is a draft budget for General Conference '85. Also attached is a proposed time line of events for all the activities. Both attachments are for your information and discussion only. Ray and I will be finalizing these and presenting them to you in the next two months.

Ravi Verma
Director of Administration

Attachment I Draft Budget
Attachment II Time Line of Events

ELDERS MEETING
July 2-6, 1984
Sacramento, CA

A ADMINISTRATION

NOTE: Reverend Perry report on the progress of staff meetings.

A4 General Offices

A4.4 Director of Administration

84A4.4-2 MOVED we accept the report of the Director of Administration with commendation for the progress Ravi Verma has achieved in bringing more effective management to the Fellowship offices. Further, the Board of Elders, in consultation with the Director of Administration, establishes the following primary objectives for the next year: (NOTE: Much of this is already in progress).

1. As part of the ongoing assessment of the Fellowship offices, the Director of Administration will develop and publish a comprehensive study of the output of the Fellowship offices, including everything produced on a daily to a biennial basis, by January 31, 1985.

In addition, the Board of Elders will ask the Fellowship Business Consultant, Mr. Jay McManus, to work with the Board and the Director of Administration to conduct a functional analysis of the Executive and Administrative offices which will include completing all job descriptions, processes for performance evaluation, and projections for future staff needs, to be completed by June 1, 1985.

2. The Director of Administration will complete the development of a financial accounting system that is auditable on an annual basis. In addition, cost centers will be established, and quarterly income/expense statements for each center will be prepared with year-to-date budget analysis. By the November, 1984 Elders meeting, specific written objectives in this area will be developed by the Director of Administration with the Fellowship Treasurer, with reports made to the Moderator and distributed to the Board of Elders.

3. By February, 1985, the Director of Administration will develop and submit a plan to the Board of Elders to make Church Services produce revenue in excess of costs. (See Attachment #1)

(M-Eastman/2-Wilson; Unanimous)

A6 Board of Elders

84A6-1 The Board of Elders received a report from Reverend Wilson on a proposal for a long-term project of social service ministries. A formal report will be made in November.

84A6-2 Review of Ten-Year Plan--assignments to review sections of it for next meeting.

A6.1 Advisory Letters & Directives

84A6.1-6 MOVED that we refer a question concerning Advisory Letters to the By-laws Committee: Which official UFMCC groups or individuals can bring requests for By-laws interpretation to the Board of Elders? We hope for some response by our November meeting. (M-Wilson/2-Harvey; Unanimous)

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- 84A6.1-7 Concerning the request from the Board of Directors of MCC in the Valley, MOVED "The UFMCC By-laws, Article VDL, lines 34-37 clearly states that Assistant Pastors are pastoral appointments subject to approval of the Board of Directors. Your local By-laws (which we do not have a copy of at Fellowship headquarters) are in conflict with themselves and with the UFMCC By-laws in Article VI, Section 2: "Assistant Pastor" (first paragraph) and Section 3 (Associate Pastor). Please submit your By-laws to us for review before our November, 1984 meeting. Please conduct your Assistant Pastor selection in a manner consistent with UFMCC By-laws."
 (M-Wilson/2-Eastman; Unanimous)
- 84A6.1-8 MOVED that an Advisory letter be sent from Reverend Elder Smith to MCC-San Antonio, Texas. (See Attachment #2)
 (M-Smith/2-Harvey; Unanimous)
- 84A6.1-9 MOVED in response to a question from Good Shepherd Parish MCC in Chicago, Illinois regarding Worship Coordinator who is not licensed or ordained in U.F.M.C.C. (See Attachment #3)
 (M-Wilson/2-Mank; Unanimous)
- 84A6.1-10 MOVED in response to a request from Reverend Ron Bergeron, it is not in violation of the Fellowship By-laws to translate the name of the Universal Fellowship of Metropolitan Community Churches. Translation of the name will be supervised by the District Coordinator or World Church Extension Officer of the geographic/language area that is affected.
 (M-Smith/2-Wilson; Unanimous)
- A6.3 Mission Status Requests
- 84A6.3-3 MOVED that Good Shepherd MCC-Riverside, California be approved for Mission Status in the UFMCC.
 (M-Smith/2-Mank; Unanimous)
- 84A6.3-4 MOVED that Oasis MCC-Phoenix, Arizona be approved for Mission Status in the UFMCC.
 (M-White/2-Eastman; Unanimous)
- 84A6.3-5 MOVED that MCC-Louisville, Kentucky be approved for Mission Status in the UFMCC contingent upon receiving signature of District Coordinator.
 (M-Wilson/2-Harvey; Unanimous)
- 84A6.3-6 MOVED that Faith Eternal MCC-Springfield, Illinois be approved for Mission Status in the UFMCC contingent upon receiving signature of the District Coordinator.
 (M-Wilson/2-White; Unanimous)
- A6.4 Charter Requests
- 84A6.4-3 MOVED that St. Joan of Arc MCC-Charleston, South Carolina's application for Charter Status be returned to the Board of Home Missions because they do not meet average attendance qualifications at this time.
 (M-Wilson/2-Smith; Unanimous)
- 84A6.4-4 MOVED to approve MCC of Acadiana-Lafayette, Louisiana for Charter Status and approve their SOP's.
 (M-Eastman/2-Smith; Unanimous)
- 84A6.4-5 MOVED to approve MCC of the San Gabriel Valley-La Puente, California for Charter Status and approve their SOP's.
 (M-Wilson/2-Eastman; Unanimous)

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- 84A6.4-6 MOVED to approve Redeemer MCC-Flint, Michigan for Charter Status in the UFMCC contingent upon receiving signature of the District Coordinator.
 (M-Wilson/2-Smith; Unanimous)

A6.5 Miscellaneous

- 84A6.5-3 MOVED that the following resolution be passed by the Board of Elders:
 "BE IT RESOLVED that the Board of Elders establish ongoing clinics for Music and the Performing Arts beginning with a choral clinic for the General Conference in Sacramento and General Conference Seminar honoraria be allocated to support these activities, and that time on the General Conference schedule be provided for these clinics on Friday and Saturday." This resolution was presented by representation of Music and the Performing Arts from the Southwest, Northwest, South Central and Mid-Atlantic Districts.
 (M-Mank/2-Harvey; Unanimous)
- 84A6.5-4 MOVED that the other resolution from this group be tabled until our next meeting.
 (M-Mank/2-Wilson; Unanimous)
- 84A6.5-5 MOVED we approve the outline for a complete manual on security and contingency preparedness plan for the UFMCC--to be completed by November 1984 Elders meeting. Thanks to Dr. Bev Teagle. Reverend Wilson will work with her, Frank Zerilli and Reverend Judy Dahl to complete the project.
 (M-Harvey/2-White; Unanimous)

A7 Board of Elders Meetings

- 84A7.84-2 MOVED we accept the minutes of our March, 1984 meeting with change that Attachment #5 (World Church Extension report) be changed to Attachment #5B, and that Attachment #5 be included. (M-Mank/2-White; Unanimous)
- 84A7.85 NOTE: Dates for Board of Elders meetings for 1985 will be:
 March 1-5, 1985 (after our meeting with District Coordinators)
 June 26-29, 1985 (prior to General Conference in Sacramento)
 October 22-26, 1985 (Los Angeles, California)

A11 Church Services/Publications Department

- 84A11-2 NOTE: A progress report was given on publications by Elder Freda Smith. A final report will be completed by our November, 1984 meeting.
 (See Attachment #4)

A11.5 The Gay Christian

- 84A11.5-1 MOVED we discontinue publication of The Gay Christian.
 (M-Smith/2-Harvey; Unanimous)

A12 Archives

- 84A12-1 MOVED that Elder Mank will begin an archival study and will work with Reverend LaPaula Turner and other people in the Fellowship interested in this special project. Elder Mank will reply to Reverend Turner's letter proposing this project.
 (M-Wilson/2-White; Unanimous)

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B BUDGET & FINANCE

- 84B-1 MOVED that the UFMCC fiscal year 1985/86 end on December 31, 1985 and that henceforth the fiscal year of the UFMCC be the same as the calendar year.
 (M-Mank/2-White; Unanimous)
- 84B-2 MOVED that as a standard procedure, all checks are to be signed by the Fellowship Treasurer; and the second signature will be one person on the account, and must be "live."
 (M-Mank/2-Wilson; Unanimous)
- 84B-3 MOVED as a standard procedure, no advances be given to any Fellowship employee amounting to more than the next salary check.
 (M-Mank/2-Wilson; Unanimous)
- 84B-4 MOVED we accept the 1984 budget for Fellowship funds in Western Canada and that we refer the 1985 budget back to the Western Canadian District for some amendments. (Michael Mank will work with them on the changes.)
 (M-Mank/2-Wilson; Unanimous)

B2 Budget & Expenditures

- 84B2.84-1 MOVED that we received the financial report (which has been sent to all Fellowship Churches).
 (M-Harvey/2-White; Unanimous)

Research & Development Council

- 84B8-1 MOVED that Elders Eastman, Mank and Wilson will work on a committee to study the Research & Development Council. We will take up the issue of new members of RDC at our next meeting and postpone RDC meetings until after that time.
 (M-Wilson/2-Harvey; Unanimous)
- 84B8-2 MOVED we accept Research & Development Council suggestions for Fellowship Sunday. MOVED that we send a letter to RDC members of thanks and an explanation of postponement to our next meeting.
 (M-Eastman/2-Wilson; Unanimous)

C DISTRICTS, CHURCHES & CHURCH EXTENSION AREAS

C2 Mid-Atlantic District

- 84C2.0901-1 MOVED to approve By-laws of MCC-Philadelphia, Pennsylvania.
 (M-Wilson/2-Harvey; Unanimous)

C3 South Atlantic District

- 84C3.0808-2 MOVED we approve proposal from MCC-Memphis, Tennessee of paying \$20 per month in paying off back tithes.
 (M-Mank/2-Harvey; Unanimous)

C4 Southeast District

- 84C4-1 MOVED we approve Southeast District Standard Operating Procedures.
 (M-Wilson/2-Eastman; Unanimous)

Mid-Central District

- 84C6.0303-1 MOVED we approve the amendment to the By-laws of All God's Children MCC-Minneapolis, Minnesota, which means their By-laws are not in conflict with UFMCC By-laws.
 (M-Smith/2-Eastman; Unanimous)

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- C10 Eastern Canadian District
- 84C10-1 MOVED we send back Eastern Canada's Standard Operating Procedures until changes are made to bring them into compliance with UFMCC By-laws.
(M-Wilson/2-Harvey; Unanimous)
- F PUBLIC RELATIONS & MEDIA
- F4 Publicity Proposals & Methods
- 84F4-2 The Elders received a new proposal from the firm "Communication Works", including a sample PR packet for Reverend Perry. MOVED we obtain at least two additional bids for similar proposals from other PR companies and refer all three to Jay McManus for further recommendations by the next Elders meeting.
(M-Eastman/2-Smith; Unanimous)
- G UFMCC BOARDS, COMMITTEES & COMMISSIONS
- 84G-1 MOVED to accept the progress report on appointments to Commissions and Committees, adopting all its recommendations. (See Attachment #5)
(M-Wilson/2-White; Unanimous)
- G3 Board of World Church Extension
- 84 -2 MOVED we make Australia one District as of January 1, 1985, uniting Northern and Southern Australia.
(M-White/2-Mank; Unanimous)
- 84G3-3 MOVED special commendation to Reverend Leigh Neighbours for the work he has done in overseeing Southern Australia and New Zealand this past year, and hope he will continue his fine work in the New Zealand Extension Area.
(M-Wilson/2-Eastman; Unanimous)
- 84G3-4 MOVED we accept the World Church Extension Report. (See Attachment #6)
(M-Harvey/2-Mank; Unanimous)
- G4 Commission on Faith, Fellowship & Order
- 84G4-2 MOVED we accept the report from the Commission on Faith, Fellowship & Order. (See Attachment #7)
(M-Wilson/2-Harvey; Unanimous)
- G6 Government Structures & Systems
- 84G6-1 MOVED to send Elder Eastman to the Government Structures & Systems meeting in Fort Lauderdale, Florida to communicate feedback from the Board of Elders.
(M-Wilson/2-Harvey; Unanimous)
- G7 Department of Christian Social Action
- 84G7-4 MOVED we accept report from Department of Christian Social Action. Elders Wilson and Harvey will continue to work with Adam DeBaugh on Department goals and projects.
(M-Eastman/2-White; Unanimous)
- G7.1 Director of Third World Ministries
- 84G7.1-5 MOVED we received the report from Third World Ministries (including response to Renee McCoy concerning Ravi Verma's trip). Ravi and Elder Harvey will consult with Reverend McCoy to decide how to disperse the travel/scholarship fund for the Third World Conference. (See Attachment #8)
(M-Wilson/2-White; Unanimous)

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84G7.1-6 MOVED the Board of Elders send Elder Harvey and Ravi Verma to the Third World Conference. (M-Smith/2-Eastman; Unanimous)

G9 Commission on Special Ministries

84G9-2 MOVED we accept the report from the Commission on Special Ministries. (Pat Sterling--information only) (Rewrite Task Force on Substance Abuse). (See Attachments #9, 10 & 11) (M-Harvey/2-Smith; Unanimous)

G10 Clergy Credentials & Concerns Committee

84G10-3 MOVED that we appoint two additional alternates to C.C.C.C.: Reverend Jose Mojica and Reverend LaPaula Turner. (M-Harvey/2-Smith; Unanimous)

84G10-4 MOVED that we accept the report from Clergy Credentials & Concerns Committee. (See Attachment #12) (M-Wilson/2-Smith; Unanimous)

G11 UFMCC By-laws Committee

84G11-2 MOVED we endorse By-laws Committee recommendations A & B. (See Attachment #13) (M-Wilson/2-Harvey; Unanimous)

G15 Department of Ecumenical Relations

84G15-3 MOVED we accept report from Department of Ecumenical Relations. (See Attachment #14) (M-Harvey/2-Mank; Unanimous)

84G15-4 MOVED we appoint Ms. Sandi Robinson to the Co-chair of Ecumenical Relations. (M-Mank/2-White; Unanimous)

G16 Fellowship Media Committee

84G16-2 MOVED we received a verbal report from the TV Ministry. (M-Harvey/2-Mank; Unanimous)

G18 Fellowship Finance Committee

84G18-1 MOVED we received report from the Fellowship Finance Committee. (See Attachment #15) (M-Mank/2-Wilson; Unanimous)

G20 Board of Pensions

84G20-2 MOVED that Ms. Lois Luneburg be appointed to the Board of Pensions. (M-Mank/2-Harvey; Unanimous)

84G20-3 MOVED we accept financial report from the Board of Pensions. (See Attachment #16) (M-Mank/2-White; Unanimous)

G21 Spiritual Life & Clergy Care

84G21-2 MOVED we accept points 5 & 6 of Spiritual Life & Clergy Care report. (See Attachment #17) (M-Eastman/2-Mank; Unanimous)

H SAMARITAN EDUCATIONAL MINISTRIES

84H-2 MOVED that we received report from Samaritan and that we refer it back to Samaritan for more detailed resumes for appointments. They should appoint an interim chair until then. (See Attachment #18) (M-Eastman/2-Harvey; Unanimous)

TO: BOARD OF ELDERS
FROM: RAVI VERMA
RE: ADMINISTRATIVE REPORT

I. Financial

- (1) Regular weekly reports are being sent to Elder Mank.
- (2) Monthly reports are being sent to the Board of Elders and the Executive Finance Committee.
- (3) Quarterly reports are being sent to Board of Elders, the Finance Committee and all the churches.
- (4) The 1983-84 fiscal year end report has also been sent to all the churches. It is the first time that UFMCC has had a consolidated financial report!
- (5) Cost Center Accounting: We have developed cost centers in the Administrative and Executive offices and are collecting information that should give us, in time, an accurate picture of the cost of various Fellowship programs.
- (6) Attachment # 1 is a brief summary of our income and administrative expenses for the six (6) months of Oct.'83-Mar.'84. It includes a comparison with the budget for that period, as well as a comparison with the present (ie '84-'85) budget. Also included is a breakdown of the Administrative expenses into the various cost centers. This is based on limited data, however it gives you a good idea of what cost center accounting will do for us. This information is for discussion only.

II. Update

- (1) Personnel Manual: Marie Rapley has compiled an extensive Personnel Manual. I am reviewing it and will keep you informed.
- (2) Filing System: Marie Rapley and Nancy Wilson have started work in this area, however, progress is slow.
- (3) Printing: A brochure for the Third World Conference is currently at the printers. "UFMCC Today" in Dutch was a big hit at the Conference in Amsterdam! We are already in our second printing of 10,000 of "UFMCC Today" in English.

"How to Start a Study Group" has been fully revised and is being currently produced in a new format and will be called, "MCC Starter Kit".

- (4) Equipment: We are using our computer for Keeping in Touch, Journey and all regular and repetitive correspondence. We have started entering our mailing lists, accounts receivables, church records, etc. into the computer.
- (5) Other UFMCC Groups: I've been working extensively with Samaritan, Third World Ministries, and Hispanic Americas Ministries.
- (6) General Conference '85: Ray Villareal and I have worked closely to finalize negotiations with the Convention Center, the hotel and with our church in Sacramento. Danny Ray has been appointed as the Minister of Worship and Music. Further details are included in Ray Villareal's report.
- (7) Legal: The landlord of "Miranda House" (the facility that was used to house Cuban Refugees in L.A., Calif.) and an insurance company have filed a 'nuisance suit' against UFMCC, in an attempt to collect for property damages. Our attorney, Tracy Jordon, has been negotiating with the other attorneys to reach a satisfactory settlement.

ATTACHMENT # 1

NOTES ON FINANCIALS FROM OCT '83 to MARCH '84

Table I represents a summary of UFMCC's income for the last six months of fiscal year '83-'84. Also included in the table are the corresponding budgeted income amounts for '84-'85. The total administrative expenses for this time frame are also included.

I A comparison between the actual income figures and the budgeted income figures for Oct '83 to March '84 leads to the following observations.

(1) TITHES: On the average, monthly tithes were approximately \$3,600.00 (or 13.8%) higher than amount budgeted.

(2) World Church Extension: The actual income figure \$14,079.82 (or \$2,346.64 a month) includes both the General Conference offering and the World Church Sunday offering.

(a) World Church Sunday offering was over \$7,000.00. Most of this was "institutional giving" i.e., directly through churches, through budgeted/special offerings/fifth Sunday offering/mile of pennies, etc. Only 10-15% of this money came to us directly from individuals.

(b) It seems that in a general conference year, the designated gifts for World Church Extension are sufficient to fully subsidize the expenses at the present budgeted level (i.e., \$1,940.00 a month.)

Both these factors suggest that there is enormous support for World /Church Extension and our churches have been willing to financially support this effort over and above their tithes. Another sign is the approximate \$12,000.00 raised for Rev. Bob Arthur in England.

(3) Founders Day offering was around \$4,200.00. In contrast to the WCE offerings, most of this money came to us directly from individuals and only 10-15% came directly from churches.

(4) Publications: Income was roughly half the budgeted figure.

(5) Church Services: Income was slightly higher than amount budgeted.

(6) Administrative Expenses: On the average, the administrative expenses were about \$1,100.00 (or 4.9%) higher than budgeted. These are due to higher telephone bills, legal bills (not budgeted) etc.

II A comparison of the income for the six months to that projected for the current fiscal year indicates:

(1) Tithes will continue to be higher than budgeted.

(2) We will be below the budgeted income for Publications. A survey is being sent to all churches to get feedback. Income has increased slightly, due to advertising revenue.

Draft for Ravi/Fin. notes Oct83-Mar84

(3) World Church Extension: Since this is not a general conference year, WCE will probably have to be subsidized by the general fund, However, we should find ways to further encourage our churches to support WCE so that it can be self sustaining and/or budget increased.

(4) Founder Day: Should explore ways to increase offerings especially through churches, (see RDC plans.)

(5) Church Services: Need to increase market/materials/promotion. RDC would like to focus on this at the next meeting - need input/presence of Elders there.

(6) Administrative Expenses will probably continue to be some what higher than budgeted (some non budgeted expenses include Communication Works, Elders and District Coordinators meeting increase CCCC budget, general conference start up expenses.)

(7) Overall, the Elders should not authorize any new budget increases in the near future.

III Cost Center Accounting.

The following is an example of what cost center accounting will be able to provide. Please note that this is based on limited information and is therefore only a "quick & dirty" estimation. The breakdown is done for the month of May '84. Table II lists the administrative expenses as they currently appear on our May financial statement.

Table III breaks the administrative expenses into the various cost centers. Table IV spells out the expenses for the BOE in greater detail. These include expenses of BOE meeting and Clergy conference in Kansas City.

Please note that the executive office personnel time is not as yet allocated to the various cost centers. We also do not have accurate breakdown on the telephone expenses.

52-1-11

TABLE I
SIX MONTH FINANCIAL SUMMARY

	Oct. '83	Nov. '83	Dec. '83	Jan. '84	Feb. '84	Mar. '84	Average 1 Month	1983-84 Budget	1984-85 Budget for 1 Month
TITHES	25312.94	27862.99	32267.54	29150.48	32584.89	32112.26	29881.85	26250.00	27,500.00
UNDESIGNATED	186.52	273.36	1673.25	167.00	-	81.69	-	500.00	500.00
WORLD CHURCH EXTENSION	496.88	2652.67	1128.88	926.79	2572.56	6302.04	(14079.82) 2346.64	(8000.00) 1333.33	666.67
FELLOWSHIP SUNDAY		1060.39	3123.64	-	-	-	(4184.03)	(4000.00)	(5000.00)
DESIGNATED	83.50	351.21	358.91	108.35	57.90	118.36	179.71	-	-
PUBLICATIONS	933.94	770.47	1505.02	1035.92	1546.75	1285.18	1179.65	2000.00	2500.00
CHURCH SERVICES	134.80	1160.38	957.23	1015.19	888.85	550.06	784.42	666.66	1000.00
ADMINISTRATIVE EXPENSES	17413.01	25381.15	30845.76	20702.54	24605.51	25761.51	24118.25	22997.33	23969.42

TABLE II

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES
5300 SANTA MONICA BLVD. STE 304
LOS ANGELES, CA. 90029
INCOME STATEMENT

FOR PERIOD ENDED MAY 31, 1984
CURRENT PERIOD
(1 MONTH)
AMOUNT

GENERAL 71000		%	SCHEDULE 31.
ACCOUNTING 71003			
AIRFARE 71004	(1,082.50)	2.27	
ADVERTISING-PUBLICITY 71005			
BANK CHARGES 71009	(70.80)	0.15	
DUES-ASSESSMENTS 71018	(57.00)	0.12	
INSURANCE-PERSONAL PROPERTY 71020			
INSURANCE LIFE (KEY PERSL) 71021	(66.83)	0.14	
INSURANCE HEALTH 71022	(2,155.97)	4.53	
INTEREST 71025	(327.66)	0.69	
LAND TRANS 71028	(137.37)	0.29	
LODGING 71030	(2,856.44)	6.00	
LEGAL FEES 71031	(938.87)	1.97	
MILEAGE 71037			
OFFICE SUPPLIES 71042	(579.21)	1.22	
OFFICE EQUIP RENTAL 71043	(419.61)	0.88	
OFFICE EQUIP REPAIR/MAINT 71044	(404.05)	0.85	
OFFICE SPACE RENTAL 71045	(1,245.00)	2.61	
OUTSIDE SERVICES 71047	(715.75)	1.50	
PRINTING-REPRODUCTION 71050	(196.75)	0.41	
POSTAGE-SHIPPING 71051	(902.80)	1.90	
PER DIEM 71052	(285.57)	0.60	
PUBLIC RELATIONS 71053	(2,058.00)	4.32	
PAYROLL TAXES 71054	(769.45)	1.62	
PUBLICATIONS 71055			
PENSION 71056			
REGISTRATION FEES 71061	(60.00)	0.13	
SALARIES EXEC 71066	(5,850.06)	12.29	
SALARIES ADMIN 71067	(5,731.70)	12.04	
TELEPHONE 71072	(3,728.43)	7.83	
WORKERS COMP	(886.00)	1.86	
MISC 71095	0.80		
TOTAL GENERAL EXPENSES	(31,525.02)	66.21	

PREPARED BY DATA SUPPLIED BY CLIENT
WORDS & NUMBERS 2227 AARON ST. LA, CA 90026 (213) 661-1575

TABLE III

Summary of Cost Center Expenses May 1984

Board of Elders	\$13,030.48
Research & Development	106.75
Church Services	350.00
Publications	750.00
General Conference	200.00
Samaritan	292.60
World Church Extension	195.00
Third World	198.00
Ecumenical	16.90
Prison Ministry	38.75
Administration	16,355.54
TOTAL	31,525.02

TABLE IV

Details of Board of Elders Expenses

Air fare	\$797.00
Dues	7.00
Insurance (Key Person)	66.83
Insurance (Health)	950.00
Land Transportation	16.00
Lodging	2,400.00
Office Supplies	195.00
Office Rent	525.00
Outside Services	125.00
Printing	20.00
Postage	210.48
Perdiem	250.00
Public Relations	213.37
Payroll Taxes	161.37
Registration Fees	60.00
Salaries Exec.	5,850.06
Telephone	883.17
Workers Compensation	300.00
TOTAL	13,030.48

Attachment -

ATTACHMENT # 2

E-129

May 17, 1984

To: The Rev. Don Eastman, Member
Board of Elders
Universal Fellowship
Metropolitan Community Churches

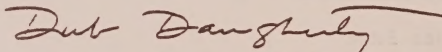
From: By-laws Committee
Metropolitan Community Church
of San Antonio, Texas

Subject: Request for By-laws Interpretation from Board of Elders

We, the members of the By-laws Committee of Metropolitan Community Church of San Antonio, refer to Article V, Section D, 2, lines 41, 42, 43 and 44 of the By-laws of the Universal Fellowship of Metropolitan Community Churches. "Every local church financial account is required to have a minimum of two {2} signatures which shall be the Treasurer, and 1} another Board member, or 2} the pastor."

Our question: Is there an exception or are there exceptions to this section of the Fellowship By-laws? If so, please cite examples of the exception or exceptions as they pertain to the people authorized to sign on an account.

Sincerely,



W. B. Daugherty, Chair
By-laws Committee, MCC-San Antonio
Member, Board of Directors

Committee Members:

Aileen Garms
Judy Seitz, Student Clergy
Deryl Vandel

cc: The Rev. James Lewey
Board Members, MCC-San Antonio

Desmer Benson Jr.
Bev Stephenson
George Stewart
Alice Urbanowicz

San Antonio, Texas

"The By-laws of the Fellowship do not require that a local Church Treasurer sign every check (meaning the Church could do business if he or she were on vacation!), but that the treasurer must be a signator on every Church account."

MGMCOMP
MAILGRAM SERVICE CENTER
MIDDLETOWN, VA. 22648
87AM

Western
Union

ATTACHMENT # 3

1-8038981189 07/07/84 TLX WUPUBTLXSPD LSAC
001 SAN FRANCISCO CA 07-07 1200P POT

UPMCC
5300 SANTA MONICA BLVD, SUITE #301
LOS ANGELES CA 90029

HEREWITH IS YOUR CONFIRMATION COPY OF MESSAGE SENT 7-7-84:
DEAR GRANT,

THANK YOU FOR THE COPY OF THE LETTER YOU SENT TO THE GOOD
SHEPHERD PARISH/MCC PULPIT COMMITTEE IN RESPONSE TO THEIR INQUIRY
REGARDING THE CANDIDACY OF THE REV'D WAYNE OLSON FOR PASTOR
OF GOOD SHEPHERD PARISH.

THE BOARD OF ELDERS IS ISSUING THE FOLLOWING ADVISORY
LETTER ON THE BASIS OF YOUR RESPONSE:

DEAR FRIENDS,

IN ACCORDANCE WITH GREAT LAKES DISTRICT COORDINATOR GRANT
FORD'S LETTER OF CLARIFICATION AND INTERPRETATION OF ISSUES
WHICH HAVE BEEN RAISED CONCERNING THE CANDIDACY OF THE REV.
WAYNE OLSON THE FOLLOWING ADVISORY LETTER IS BEING ISSUED BY
THE BOARD OF ELDERS. IT IS BASED ON THE LETTER WHICH YOU
RECEIVED FROM DISTRICT COORDINATOR GRANT FORD.

1. IT IS TRUE THAT UPMCC BY-LAWS STATE:
"THE PASTOR IS THAT PERSON ELECTED BY A LOCAL CHURCH
CONGREGATION TO PERFORM THE DUTIES OF TEACHER, PREACHER,
SPIRITUAL LEADER AND COUNSELOR. THE PERSON FILLING THIS
POSITION MUST BE A LICENSED OR ORDAINED CLERGYPERSON IN
THE UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES."
ARTICLE V-D,1

CHARTERED CHURCHES WITHIN THE UPMCC HAVE ELECTED CLERGY-
PERSONS FROM OTHER DENOMINATIONS AS "ACTING-PASTORS" WHO
HAVE FUNCTIONED AS WORSHIP COORDINATORS WHILE GOING THROUGH
THE PROCESS OF TRANSFERRING THEIR CREDENTIALS TO THE UPMCC.
AS WORSHIP COORDINATOR THE REV. OLSON COULD INDEED, FULFILL
CERTAIN DUTIES OF PASTOR AS DEFINED BY OUR BY-LAWS. HE
COULD PREACH, TEACH, AND ADMINISTER SACRAMENTS. HE MAY NOT
MODERATE BOARD MEETINGS, UNLESS ELECTED BY THE CONGREGATION
TO THE BOARD OF DIRECTORS.

2. WORSHIP COORDINATORS MAY CONDUCT MEMBERSHIP CLASSES OR INDUCT
NEW MEMBERS INTO THE CONGREGATION,
ARTICLE III-C,2
3. THE PASTOR IS NOT THE AUTHORIZING AGENT FOR THE APPROPRIA-
TION OF ANY CHURCH FUNDS, BUT MAY ONLY MAKE RECOMMENDATIONS

TO REPLY BY MAILGRAM MESSAGE, SEE REVERSE SIDE FOR WESTERN UNION'S TOLL FREE PHONE NUMBERS

IF LOCAL BY-LAWS PERMIT,
ARTICLE V-D,2

4. AS WORSHIP COORDINATOR, REV. OLSON COULD THROUGH THE DISTRICT COORDINATOR, APPOINT DEACONS AND/OR STUDENT CLERGY, AS DEFINED BY THE BY-LAWS CONCERNING MISSIONS AND STUDY GROUPS HEADED BY WORSHIP COORDINATORS.
ARTICLES III, A,2; C,2 AND ~~III B,2; C,2~~ ^{H(2) B,2}
5. THE REV. OLSON WOULD BE INVOLVED IN A TWO (2) YEAR PROCESS TO HAVE HIS CREDENTIALS TRANSFERRED. HE WOULD NOT HAVE A VOTE AT GENERAL AND DISTRICT CONFERENCE, HE WOULD HAVE A VOICE AT DISTRICT CONFERENCE.

IF YOU HAVE FURTHER QUESTIONS PLEASE ADDRESS THEM TO REV. GRANT FORD, WHO AS THE OFFICIAL REPRESENTATIVE OF THE BOARD OF ELDERS (ARTICLE V-C,1) WILL CONSULT WITH THE LIAISON ELDER TO YOUR DISTRICT AND ISSUE AN INTERPRETATION.

YOURS IN CHRIST,

REV. FREDA SMITH
FOR THE BOARD OF ELDERS

15:48 EST

HGMCOMP



E-133

5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

Publication Policy Update

Committee: Smith, Eastman, Verma

In order to establish policy for all publishing under the Fellowship logo it is necessary that the Committee meet with the Fellowship attorney to establish guidelines in the following areas:

1. Registered trademark
2. Editorial approval
3. Copyright issues
4. Legal liability
5. Production/Distribution issues
6. Funding/Financial accountability
7. Process for authorization

A meeting time and place will be determined before the end of this Elders meeting.

PROGRESS REPORT ON APPOINTMENTS TO COMMISSIONS, COMMITTEES AND BOARDS TO INCREASE PARTICIPATION OF THIRD WORLD PEOPLE AND WOMEN (As per the General Conference Resolution).

The Board of Elders is committed to fulfilling the resolution from General Conference that we work with the Department of Third World Ministries to insure Third World representation on all levels of Fellowship life. This includes an ongoing commitment as well to women's participation.

Our ability to do this is limited to a degree by how different Fellowship structures are set up (appointment versus election, etc.) and by budget considerations (if we appoint additional persons, we must have the ability to fund their participation).

We have been working with Third World leadership and District Coordinators on a talent and interest search for Third World participation.

The Board of Elders will complete our study and search by the November '84 meeting. However, we recognize that the process will be ongoing.

ANALYSIS OF PRESENT PARTICIPATION:

Board of Elders: Three white men; three white women; one Third World woman. (Election only). Also, the General Conference designated one Third World woman as an alternate for the 1983- 1985 biennium.

✓ Board of World Church Extension: Designed by Board of Elders. Includes the Executive Secretary, and Church Extension Offices, most of which are appointed. Presently includes one white woman, one white man, and two Third World men (one of whom is Rev. Maduka, who has not been able to attend a meeting since 1976).

✓ Commission on Faith, Fellowship and Order: Has its own procedure for adding Third World representation, and has funded it through requests to church or private sources. Is this adequate? We need to consult further on this. (Representatives are elected as per General Conference mandate).

✓ Commission on Government, Structures and Systems: Structures designed by Board of Elders, adopted by General Conference '79, includes flexibility to appoint additional members. The Commission presently has some Third World representation, though they rarely participate fully because of funding difficulties. Women are severely under-represented. Presently there are 21 white men, 4 white women, and five (5) Third World men.

Our imperfect solution at this time is to:

- 1) Insure that Jackie Walker can attend (financial assistance to Co-Chair, who is female, and also Chair of C.O.L.).
- 2) Insure that the other Third World people presently on the Commission can attend, through financial assistance.
- 3) To appoint at least two more women, in November, who are

qualified, interested, and who will represent women and Third World people. We will fund their participation in the 1985 meetings.

Department of Christian Social Action: The only personnel in this department is the Chair, who is a white male. The Department is in the beginnings of a talent and interest search that will be part of our Fellowship Sunday program. (Chair is appointed).

Department of Third World Ministries: Chaired by a Third World woman, and is in the process of developing mostly Third World leadership. (Chair is appointed, Chair appoints other positions).

Commission on Special Ministries: The Chair is a white man, Chair of the Task Force on Substance Abuse is a white woman, Chair of the Task Force on Deaf Ministries is a white man. Work is needed in this area. (Positions are by appointment).

Department of Ecumenical Relations: Co-Chaired by a white woman and a Third World woman. In the process of recruiting a diverse participation. There is still a need for more grassroots Third World participation and Lay participation.

Fellowship Finance Committee (Executive Committee appointed by the BOE): Other members of the Finance Committee are elected by Districts. Presently, the committee includes 3 white men, and 2 white women. Considering that this committee is pivotal for budget and programming, Third World representation is essential. The BOE will ask for resumes in order to make an appointment at our November meeting, and will fund that appointment for a February 1985 meeting of the Executive Committee.

Board of Pensions: Appointed (5 members) by the Board of Elders. Includes 4 white men, 1 white woman. The positions are closed until after General Conference '85. But the BOE goes on record stating that all future appointments will give highest priority to qualified Third World and women applicants.

Spiritual Life and Clergy Care: No present official structures other than the Senior Chaplain (white woman). Appointed by BOE.

Samaritan Management Team: Presently four persons appointed by BOE -- 3 white women and 1 Third World man.

Clergy Credentials and Concerns Committee: Appointed by the BOE, -- presently includes 6 white women, 4 white men. The Board of Elders appointed two Third World people as alternates, who will most likely take office at the next General Conference.

By-Laws Committee: Appointed by the BOE, includes one white man (Chair), two white women, one Third World woman, and one Third World man.

Commission on the Laity: (Chair elected at the General Conference, members elected by Districts).
Out of 16 members only two are women, and three are Third World men.

Committee on Church Hymnody: Chair is a white man; need to research membership composition. Members are appointed by the BOE.

It must also be pointed out that several Third World persons serve on more than one Commission/Committee. In fact, one Third World person holds 4 appointments listed above. This is another weakness in our system that needs to be addressed.

We need to remind Districts to keep representation of Third World people and women in mind as they elect people to Fellowship positions.

WORLD CHURCH EXTENSION REPORT.

E-137

To. The Board of Elders.

From.

Ex. Sec. for World Church Extension.

This quarter has seen more translation work being done. We now have the UFMCC pamphlet translated into Italian, which is going to be a great help. The Danish translation is also completed. Which means that we now have literature in seven languages beside English.

Another exciting event was the International Gay Christian Conference in Amsterdam, Timothy Spiera and I were able to attend. Nine countries participated in the events and a great deal of P.R. work was done for UFMCC. We were only allowed to be observers as we are a denomination and not just a group working within the established Churches. It was a very rewarding time for us, as various members of groups expressed interest in having UFMCC start services in some of their countries. They acknowledged that many people did not want to stay within the established Churches, yet needed fellowship. The leader of the Norwegian Group is to come to London in August and attend services and about where we can all go from here. Pastor Douce from Paris expressed that he would MCCC in Paris and provide the facilities for us to hold worship services. A great deal of interest was shown by the German 'Churches and Homosexuals' group, and further discussion is to follow. To that end we are fortunate in having a German woman in Hamburg who has spent some time in the Melbourne Church, as a Student Clergy candidate, who has returned Germany and wants to start a feasibility study group.

The Hispanic report is attached.

The Nigerian Churches have started three new study groups in another province. Rev. Maduka is working hard, but, finding things very difficult, economically under the new government in Nigeria.

The Australian and New Zealand extension areas have been having some problems, but, they seem to be sorting themselves out now. The Melbourne Church has invited Rev. Sam Kadei to be their Pastor and I think this will be a very positive move for them. The New Zealand Church is outreaching into Wellington and Christchurch.

We continue to receive correspondence from various countries. One of the interesting ones is a Women's group in Japan.

Rev. Bob Jones is still interested in visiting the contacts made in Liberia. However there are some doctrinal differences that we are discussing with them at the moment. Mainly over Baptism. Rev. Larbie is supposed to be coming to England this summer and is going to visit with me and discuss these things.

God is blessing, sometimes it's good to remember that God's work takes time.

Submitted by.

Jean A. White
Rev. Elder Jean A. White.

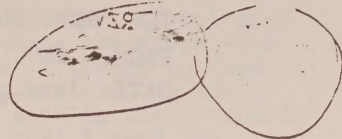
Ex. Sec. for World Church Extension.



IGLESIA DE LA COMUNIDAD METROPOLITANA
DE LA CIUDAD DE MEXICO.

APARTADO POSTAL 7-1423

June 18, 1984.



Rev. Elder Troy Perry
UFMCC Suite 304
5300 Santa Mónica Blvd.
Los Angeles, California 90029

Dear Brother in Christ:

According our last talking in Dallas, and our phone conversation (June 12) we want to give you information about the building we thing joins the requirements for settling our Church.

We have been seeking for a while the proper place and we have seen several grounds and buildings, but theese and those represent several disadvantages; in the case of grounds we should have to build the church, so that we should spend a lot of time and money. In the other case, we have found that most of buildings are far from downtown or they lack of adecuated installations.

Recently, there was a well preserved theatre for sale (it is about 25 years old). We visited it and we could realize that it owns a hall of about 240 seats, a middle size stage, a large screen, office installations, two general rest rooms, two large and two small dressing rooms, each one with its own toilet, a parking place for twelve cars and a small apartment for the custodian. The theatre is located two streets far from "Zona Rosa" (the main gay area in Mexico City) near a subway station and in a comercial but not familiar zone.

Installations suggest us how to take advantage of them in a close future by offering services like medical, psychological and legal counseling, the establishment of seminar and church offices and of course giving courses of interest for gay community. We do not forget the relevance of having such a stage in order to present concerts, ballet and theatre performances and domestical or international church meetings.

The price of theatre is about 150 000 dollars. We think it is convinient to make a decition because mexican peso is mentioned to suffer a new devaluation, so there would be new prices for property. We expect your answer as soon as possible.

Your Brother in Christ.

TO: REV. ELDER JEAN WHITE
FROM: REV. JOSE L. MOJICA
DATE: June, 1984

I. My Recent Activities:

- (1) I went to the university in Sacramento to speak about the Hispanic Third World gay issues. Then on Sunday, I preached at River City MCC and talked about the Hispanic Americas Ministries. I mentioned the idea of adopting a church group or of sponsoring a person to go to Central or South America to start a church there.
- (2) I want to promote the starting of churches in other countries south of the U.S.A.
- (3) So far there are possibilities in Dallas, TX, Washington, D.C., Tijuana, B.C. Mexico, and North Hollywood, Calif. Brazil is still crying for help, but we don't have the money to send somebody there. That's why I have been speaking about sponsoring someone to South America.
- (4) I will be participating in the Samaritan Orientation program here in Los Angeles and in Dallas, Texas.
- (5) As you know, I'm going to New York to take over ICM Hispana for a few weeks. You already know the details. You can explain it to the rest of the Elders if you feel it's necessary.
- (6) I met with Rev. Renee McCoy when she was here for the Southwest District Conference and we will be working together for the Third World Ministry and its conference in Oct., 1984.

II. Mexico City is doing fine, but not as well as before. They're having two services now. It has been very hard for them to recover lost parishioners. On Sundays they are meeting in the mornings in the Dance School and in the afternoon, in the church office. Once a month, they meet in the countryside. They've been looking for a place to buy as directed by the Rev. Elder Dr. Troy Perry. There is a theatre available, but there are other people who are also interested in buying it. The co-owner has an office in Los Angeles. So the business of buying it can be taken care of in Los Angeles using dollars instead of pesos.

As soon as I have the address and telephone number, I will pass it on to Troy. I think that Troy can negotiate the price with the office here in L.A. Mr. Horacio Flores is trying to find out the way to register the church with the State so we don't have to be underground. They haven't been sending their monthly report. I spoke with Horacio and told him that I need the Monthly Report (D-001) to show the growth before and the change after the problem with the senator. He promised to send me the long over-due reports. We have been in touch by telephone, but I think it's necessary that he also send me a written report. Horacio Flores and Felix Escamilla are going to Dallas, Texas for the Samaritan Orientation Program.

III. ICM Cuernavaca is growing slowly but surely. It's very hard to keep contact with Mr. Crispin.

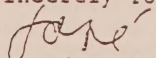
IV. ICM Cristo Obrero (formerly ICM Santa Cruz). The Rev. Bern David is doing just fine. He is reporting verbally to me. He has improved health wise. I will be going to visit with him sometime soon. Then, I will be able to give you a better report on what's happening there.

V. ICM: Queens
The Rev. Vilma Torres is just fine. She is back in college and Bible school. She still is looking for a church building, but hasn't had any luck in her task. While I'm there I will do my best to help her find a place for them. While the church is growing in number and spirit, it is also growing stronger. They are looking forward to working together with the new Worship Coordinator of ICM Hispana, as they have been doing with the other churches in the area.

VI. ICM Hispana
You already know the problems that we are having with Mr. Sandoval. As you know I will be leaving on June 29th to go to New York City to take over the church for a few weeks and then, install Mr. Andy Fernandez as Worship Coordinator. I will report back to you as soon as I come back from there.

VII. ICM Latina
We are making some changes here. We are looking for a new name; we have a new order of worship; we are having different activities, such as: Prayer Meetings, Agape Bible classes, and a very informal service. Ernesto Borges is back with us. He will be taking care of the church while I am out of the State.

Sincerely Yours,


Rev. Jose L. Mojica



E-141 -

Faith, Fellowship and Order Commission, Rev. Jennie Boyd Bull, Chair
PO Box 1145, Baltimore MD 21203 Ph 301 523-6363

May 29, 1984

To: BOARD OF ELDERS, UFMCC
From: REV. JENNIE BOYD BULL
Subject: REPORT OF FFO

Attached you will find: 1) "Proposed Study Questions for a Christian Theology of Sexuality"
and 2) Minutes of the March 15-18, 1984 FFO meeting in Kansas City

In addition, FFO's plans between now and General Conference 85 are as follows:

---This Fall, we will distribute the Proposed Study Questions extensively throughout UFMCC, in the form of a brochure including a brief description of their history and formulation. They will be published in Journey, presented at FFO forums at district conferences, etc. with feedback welcomed. At our preGeneral Conference meeting in Sacramento, June 27-30, 1985, we will revise them as necessary to include any additional comments and present them to the General Conference, along with proposed plans for study in the coming years. Our preconference meeting will be especially focused on developing workshops and resources for "answering" questions 1 and 2 "What is sexuality?" and "What is spirituality?" during 1985-87.

---Our primary focus between now and general conference 1985 will be the offering of Nancy Wilson's workshop "Can We Talk--Vocabularies of Faith", extensively in each district. A videotape has been made to facilitate this workshop, available from Samaritan College. We are also hopeful that Ken Martin's workshop on "Vocabularies of Sexuality" will be available in 1984, his health permitting. We see these workshops as providing communication tools necessary for our Fellowship to discuss the important questions before us.

---In February 85 we will hold a "working meeting" in conjunction with Clergy Conference, GSS, etc., hopefully in coordination with a White Anti-Racism Conference being planned.

Our steering committee continues to include myself as chair, Betty Pederson, Clarence Crossman, and BJ Couvion as assistant chair. BJ is responsible for mailing all materials, including minutes. Betty is responsible for working papers, and Clarence for Journey articles. We also have formed three "issue groups:" Baptism, Eucharist and Ministry (Joseph Gilbert, coordinating); AIDS (Betty Pedersen coordinating) and Anti-Racism (Shelley Hamilton coordinating). Public Relations and Standard Operating Procedures working groups have also been formed.

In general, it continues to be inspiring to watch our people "catch a vision" of doing theology as a work of ALL of us, an essential part of our life together, a WAY of living our faith in community.

Jennie Boyd Bull

* For the minutes, write to
B.J. Couvion, c/o MCC Kansas City, MO.

The Reverend Troy D. Perry, Founder



Faith, Fellowship and Order Commission, Rev. Jennie Boyd Bull, Chair
PO Box 1145, Baltimore MD 21203 Ph 301 523-6363

PROPOSED STUDY QUESTIONS FOR A CHRISTIAN THEOLOGY OF SEXUALITY

(These questions were developed over a three-year period, based on grass roots input from an FFO workshop offered throughout UFMCC. They were finalized by FFO at its March 16-17, 1984 meeting in Kansas City. They are being distributed for comment and will be presented for adoption at General Conference 1985, along with plans for extensive study in the coming years.)

WHAT IS SEXUALITY?

How does our concept of sexuality affect gender identification, sexual arousal patterns, sexual behavior?

WHAT IS SPIRITUALITY?

What does it mean to be spiritual in the context of my own life?

HOW ARE GOD AND SEXUALITY CONNECTED?

Why did God create homosexuals? Is my sexuality a gift from God? How is God-within-us involved when we are sexually active? Is God sexual?

WHAT DOES THE BIBLE TELL US ABOUT SEXUALITY?

Is the Bible a relevant authority for today? In what way? What does the Bible say about homosexuality, e.g. "natural," idolatry, behavior/orientation?

HOW DOES MY SPIRITUALITY/SEXUALITY AFFECT MY ATTITUDE AND BEHAVIOR TOWARD

GOD/SELF/NEIGHBOR? Should we have guidelines for sexual ethics? What does it mean to have freedom with responsibility? How do we determine appropriate sexual behaviors--celibacy, fidelity, non-monogamy, masturbation, etc...and can they change. What is adultery and fornication? How is sexual exploitation determined? By whom? Comment on sexuality and sensuality between adult and child? Are sexual parameters different for lay persons and clergy? And if so, why? What about communal living and sexuality? If homosexuality/lesbianism is our natural sexuality, then how do we view the many people who have married, had children and continue in their marriages and have homosexual relationships also? How are sexual acts and intimacy related? What are role models and how can we develop them?

WHAT IS SEXUAL HEALING?

How does Christ in Resurrection liberate us from sexual oppressions in our expressions, relationships and civil liberties? How do I unlearn spiritual/sexual misinformation? Why do I feel so bad and guilty? How does evil relate to sexuality/sensuality? How does one go about reevaluating assumptions about Christian love and sexual love?

HOW DOES THE CHURCH (congregation, UFMCC, Church Universal) IN WORSHIP, SACRAMENTS AND RITES, AND MISSION RELATE TO SEXUALITY?

How does a theology of sexuality enable us to reach people with the saving knowledge of Jesus Christ? How do we as a church respond to transsexuality, sadomasochism, multiple relationships, bisexuality, adult/child relationships, in orientation and practice?

WHAT, IF ANY, RELATIONSHIP IS THERE BETWEEN SEXUALITY AND SPIRITUALITY?

What is the process of spiritual/sexual maturation? Can excessive concern with one's sexuality stunt one's spiritual growth? How do we integrate our spirituality/sexuality and why is it important? Will my spirituality confine my sexuality or will it complement it?

(Please comment to your district or extension area representative on FFO or to the chair.)

The Reverend Troy D. Perry, Founder



E-143

UFMCC THIRD WORLD MINISTRIES

June 26, 1984

UFMCC Board of Elders
5300 Santa Monica Blvd.
Los Angeles, CA, 90029

Dear Board of Elders,

It seems like a long time since I have been in touch with you all. Perhaps, that's because it has been a long time! Please, understand that my lack of communication has come from being incredibly busy. Until May I worked a part time job in addition to my present full time job, Third World Ministries work, and Harlem MCC. And, as much as I hate to admit it, I experienced several long months of burn out and depression. Things are certainly better now.

First of all I want to commend the Board of Elders on the extremely sensitive and caring steps taken at the last BOE meeting in the area of Third World Ministries. When I recieved the report I was almost moved to tears! I was especially impressed with the letter Rev. Elder Smith sent to her congregation soliciting support for a Third World businessman in their area. I felt so very proud and need for you all to know that my pride is shared by many other Third World persons in our fellowship. Please, don't stop.

Secondly, I want you all to know what I've been doing. Two days after General Conference I got a job at a shelter for homeless women here in New York which required that I work midnights and weekends. This limited the amount of outreach I could do until March. In March I got a promotion and civil hours plus weekends off. However, even in the midst of that I conducted a four week bible study for a Presbyterian Church here in New York; preached at a Presbyterian Church; spoke at Union Seminary; and I spoke in Philadelphia for the Interreligious celebration of Black History Month. I also spoke at the SW District Conference and conducted two workshops there. An exciting outgrowth of that conference is the formation of a Third World group both on the District level there and in Los Angeles. Following that I participated in the Samaritan orientation in Detroit, doing a three hour seminar on Third World ministries and delivered the keynote address at the gay pride interreligious celebration here in New York. Finally, I delivered a breakfast address for the Presbyterians for Lesbian/Gay Concerns at the North East Synod meeting in Trenton, New Jersey. I am scheduled to conduct a series of workshops on racism for the staff of the West Side Cluster of Centers and Settlements (a coalition of groups dealing with issues of homelessness in New York City. Of course, I have continued working with Harlem MCC and on the October conference.

There are several things I need to put before you for your consideration at the next Board of Elders meeting. The first is the distribution of funds designated for travel assistance to the Third World conference. I am suggesting that these funds be distributed through the Fellowship offices and that individuals wishing to utilize this money contact Ravi Verma. He or she should send Ravi a letter stating the cost of transportation. Except in cases of severe hardship, persons should recieve at most half of their transportation. Hopefully, the local church or the District can help with the rest. This will enable more individuals to benefit from that fund. Ravi has agreed to handle this area. All we need is

cp harlem mcc. pob 574 ny, ny 10030

Board of Elders --- page 2

your approval for he and I to work out distribution.

Secondly, I am requesting that the Board of Elders approve another activity that will greatly benefit Third World Ministries in UFMCC. As you know, Ravi is going home to India to visit with his family this fall. As he travels to his home he will be passing over several areas where Lesbians and Gays of color live and, in some instances, are members of UFMCC. Rather than just going home I would like for Ravi to be able to take a couple of extra weeks to visit with Third World Lesbians and Gays living abroad. I have spoke with Ravi about this. He told me that his travel plans could be made in such a way that he could make several stops either going or coming. He would then report back to Third World Ministries and to the Board of Elders about his experiences. This would be good both for the Third World persons and for the Fellowship. It would increase our communication and networking and provide vital support to Third World persons feeling alone in UFMCC. Although World Church Extension does an excellent job, it makes a difference to people when they see others in UFMCC who look like themselves and come from like cultures and experiences. What is needed from the Board of Elders is assistance with travel expenses for Ravi and the continuance of his salary during this time and a couple of extra week away from the Fellowship offices. We are talking about roughly one thousand dollars. Perhaps, part of this can come from World Church Extension. I believe it's worth it and hope you share my feelings. The details of this venture can be worked out between you all and Ravi after you approve the funding. Thanks.

The conference is coming along well. The brochures are at the printers and we are beginning serious outreach about it. We have also begun working on a Third World Lesbian and Gay Christian publication that will come out bi-monthly. The first issue will be ready by the conference (copy of guidelines enclosed). The next projects of Third World ministries will be a brochure on Third World ministries and an updated race relations packet.

I need for you to know that Harlem MCC is doing well. Our finances are in good shape and we are increasing our outreach. I have begun a process there which will, hopefully, enable me to leave Harlem MCC within a year and a half. It has been real hard these past two and a half years and I feel it's time I left. I would personally like to develop Third World Ministries into a real and effective department of UFMCC. Third World persons around the Fellowship are pledging support that I never thought would be there. The responsibilities of doing parish ministries has taken its toll on my life. After much prayer and thought I realize that Third World ministries is my first love and the area in which God has gifted me. I am training several persons at Harlem MCC who will work in a team ministry with me with the goal of phasing me out of Harlem MCC and freeing me to do more Fellowship level work. This pastoral team has taken over the worship services, counseling, and Christian education of the church and lay people handle outreach. Until now I did all of that. I have every confidence that this idea will work and benefit both UFMCC and the Harlem community. I need your support and your guidance in making Third World Ministries more functional on a Fellowship level.

I again applaud the efforts of the Board of Elders. I hope this report brings you up to date on what's happening. Please, keep me in your prayers. Thanks for your support. Y'all have a good meeting and I look forward to hearing from you. God bless you all.

Peace and love,

Renee
Rev. Renee McCoy
Director of Third World Ministries - UFMCC

THIRD WORLD MINISTRIES TASK FORCE ON COMMUNICATION AND MEDIA

Leadership: Co-chairs - at least two, but can be expanded should there be a need.

Duties of the Co-chairs:

- 1) Provide other co-chairs with a sample of past work and biographical data. The reason for this is to help the co chairs get to know one another's history, interests, and talents, and make working together easier;
- 2) Communicate with each other either by mail or phone at least once a month on a personal how-are-you-doing basis;
- 3) Communicate with the Director of Third World Ministries at least once a month;
- 4) Deliver report on communications and media to the October Conference;
- 5) Produce Third World publication on a regular basis;
- 6) Handle media exposure for the Third World conference.

Guidelines for Third World Publication:

Format: a magazine kind of thing similar to the "Insight" magazine enclosed.

Name: Enlightenment: the unveiling of the Third World Lesbian and Gay Christian (This is not law! If there is a better name, go for it. If not, use it so we can get on with our business.)

Due date of the first issue: October 1, 1984 - in time for the conference (sooner if possible.)

Frequency of publication: bi-monthly

Method of distribution: it should be put together (typesetting, layout, etc.) at the UFMCC offices and mailed from there simply because of finances.

Staff: will include the two co-chairs and a few other persons from various areas of the world who will be responsible for regular submissions; someone to do graphics and lay-out in Los Angeles; some to be in charge of distribution; guest submissions solicited by myself and the co-chairs/ editors.

Areas to be covered in each issue:

- 1) International issues - what's happening around the world for ThirdWorld peoples; not exclusively Lesbian and Gay, for example, news briefs;
- 2) Spirituality - perhaps a meditation on a passage of scripture or the story of an individual's spiritual journey;
- 3) Creativity Forum - poetry, graphics, short short stories, etc.
- 4) Social - what are we doing for fun;
- 5) Gay and Lesbian information- what is happening anywhere
- 6) Role models - who's who in Third World Lesbian and Gay communities

Note: The above is meant only to provide a beginning for the publication. I can be anything we dream it to be. Know that it will be POWERFUL!!



E-146 - 4
5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

October 30, 1984

Reverend Renee McCoy
Third World Ministries
c/o Harlem M.C.C.
POB 574
New York, NY 10030

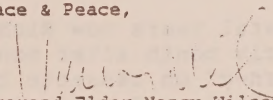
Dear Renee:

Thank you for your report.

In response to your two requests to the Board of Elders:

1. We would like to propose that Ravi Verma, Elder Jeri Ann Harvey and you, Renee, be constituted as the committee to distribute the scholarship travel fund for the Third World Conference.
2. Ravi will be encouraged to make formal contact with gays and lesbians during his trip home to India. At this point it is premature in terms of our contacts (and budget) to do what you have proposed. However, we will take your suggestions into consideration for future outreach through World Church Extension.

Grace & Peace,



Reverend Elder Nancy Wilson
Clerk, Board of Elders

NW/fkz

The Reverend Troy D. Perry, Founder

REPORT
COMMISSION ON SPECIAL MINISTRIES

E-147

P.O. Box 5782
Weybosset Hill Station
Providence, Rhode Island 02903

July, 1984

During the three to four months since the last report in March, 1984, the time has been spent in traveling on the part of the Commission and writing correspondence to District Coordinators and clergy and laity of UFMCC.

In March, 1984, I went as Chair of the Commission to the clergy conference in Kansas City, MO for the purpose of making direct contact with District Coordinators both by correspondence as well as in person. The time has come to begin moving about to the different district conferences in order to bring the message of this Commission to the people in each of the congregations. There have honestly been times when it was evident that some of the clergy and laity were not interested in what was happening, and even more, cared little about seeing that anything took place for those with special needs within the Fellowship. That time has ended when there will be no confrontation. Now is the time of awareness and open confrontation as to what has been, what is and what is going to be done within local congregations and districts and across the Fellowship. In a follow-up to clergy conference I visited both the Northeast District and Great Lakes District conferences in the month of May. Again the need to help people become aware that there are those within our midst who have other than some of the needs we deal with on a day-to-day basis.

For several years now Richard Lockwood and Raymond Allen have diligently month after month recorded both "In Unity" and now "Journey" on cassette tape so that I could have it on a regular basis. I, personally, want to express publicly to all my sincere appreciation to these two men who gave their time and effort each month to accomplish this. In addition, so that I could have the reports of General Conference Richard and Raymond recorded all of the reports on numerous tapes for me. In fact some of you were able to tell who was in the next room to yours on hearing the tapes and especially such words as "Elders", "Samaritan", etc. I know that it was more than greatly appreciated. Now has come the time to look for someone else to tape the magazine and other materials of the Fellowship. Richard and Raymond feel they need to rest and do other things. We, therefore, will be looking for volunteers to do this kind of service to others within UFMCC who may have need. In addi-

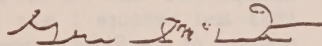
Commission on Special Ministries

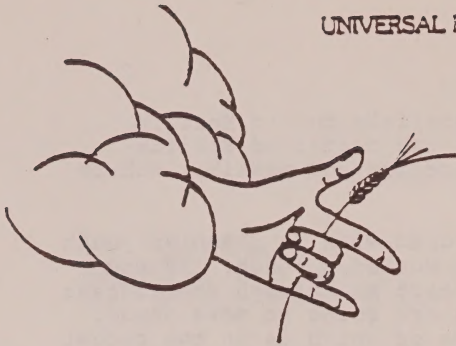
2

tion we are planning to have some materials put in Braille and large print. There are at least two certified Braille transcribers within the Northeast District and possibly others in other parts of the world.

During the summer an entire program with Gay/Lesbian youth and with those who are aging will be worked through. If you have ideas or suggestions please contact me through the address at the beginning of this report. We are going to move ahead. One thing it will take is money--some of which is in the budget but certainly not enough. Patrick Sterling, chair of the division on Ministries to the Deaf and Hard of Hearing (a division of this Commission) needs support across the Fellowship for those who are willing to interpret for the deaf, set up workshops in the districts to train interpreters, and to help financially in the newsletter and other expenses which naturally come about when trying to minister to others. If you feel that you have a talent and special gift to offer to us within this Commission please write me and we will put you to work. I will be looking to visit other districts during the course of late 1984 and throughout 1985 prior to General Conference in Sacramento. Our message must be put out and we need to have you call on us for assistance. God bless you and we pray for great things to happen during these next 12 months.

the Rev. George S. McDermott, Chair
Commission on Special Ministries





P. D. Starling
Liaison for Deaf Ministries
Box 190511
Dallas, Texas USA 75219-0511

22 February 1984

Rev Elder Nancy L Wilson
Universal Fellowship of
Metropolitan Community Churches
Suite 304, 5300 Santa Monica Bl
Los Angeles California USA 90029-9990

Dear Rev Elder Wilson:

Responding to your letter of 08 February 1984, I request an appointment with the Board of Elders to discuss the ministries program of, and the financial policies that affect, MCC Deaf Ministries.

I would appreciate the opportunity to interview before your taking final action on Item No. 83G9-4 (from the minutes of your November, 1983 meeting).

Recently, Rev Elder Don Eastman and I interviewed, because I was disappointed that no action resulted from my letter of 07 November 1983 and because I was alarmed by the limited information in the minutes of the Elders' meeting of November, 1983.

The rationale I would like to present deals with several facts:

- 1) no budget was requested or approved by General Conference
- 2) the Fellowship Finance Committee, with Elder Mank in attendance heard a budgetary and financial proposal that specifically mentioned special events for funds-raising, so as to not impinge upon usual tithes and offerings
- 3) qualified, reputable church members are dealing with Deaf Ministries finance
- 4) in times past, designated contributions to the Deaf Ministries program have not gone for this area of outreach
- 5) outreach cannot be achieved without money

Rev Eld N L Wilson
22 February 1984
Page Two

Aims of the ministries program are:

- 1) achieve a coordinated ministries program comparable to 'much denominations. Our scale of progress is 25% accomplished, should be 75% realized by General Conference XII, and reach 100% by no more than two years later.
- 2) form a governing board and finance committee

Success of this program can only be had through coordinated efforts, and I will especially appreciate your ear so that we may know your wishes.

We are Christ's hands extended,

P. D. Sterling
P. D. Sterling

PDS/mtf

xc: Rev Eld D M Eastman
Rev G S Mc Dermott

Attachment

B-151

Reverend Elder Nancy Wilson
U.F.M.C.C. offices
5300 Santa Monica Blvd.
Suite 304
Los Angeles, CA 90029

May 17, 1984

Dear Nancy:

Please find enclosed an introduction for the Substance Abuse crisis manual. Also find enclosed the article for the Network, July issue. Yes, I would greatly appreciate any input from the Research and Development Council. You are more than welcome to correct the typos and make editorial corrections. I do ask however, if you will forward your corrections for my final approval before the manual is published.

I do struggle with inclusivity because I fail to see the necessity of it in publications. I was taught that humanity and mankind were inclusive of women. However, I would never become a stumbling block for anyone else and will continue to use inclusive language if I am lead of the Spirit to do so.

I am compiling a reference list for the back of the crisis manual and I have used all original wording in the manual except where I make mention of a person's name. The manual is a blend of several I have put together.

I have nothing to add to my report to the board of elders except I believe I failed to mention in my last letter that we had begun to collect some funds for the task force. We have a total of \$30.00 in savings! If you think of anything else I need to know please feel free to write or call me.

Sincerely,

Daune

Daune' Littlefield, Chair of Task Force on Substance Abuse



CLERGY CREDENTIALS AND CONCERNS COMMITTEE

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES
1015 E. JEFFERSON, BOISE, IDAHO 83712

REVEREND CLAUDIA L. VIGARA, CHAIR

April 30, 1984

E-152

Rev. Elder Nancy Wilson
Board of Elders
5300 Santa Monica Blvd, Ste 304
Los Angeles, CA 90029-9990

Dear Board of Elders,

The following letter was drafted at the Clergy Conference this past March in Kansas City:

One of the major issues of the "church" in general in the 80's is the giving and receiving of gifts. Church leaders worldwide are exploring the word "gratitude" as being a wonderfully affirming process. Henri Nouwen suggests in his book, Gracias, that the essence of real ministry is in receiving in gratitude the gifts of God's creation. I think that is an important aspect of your position. When you receive in gratitude the gifts people have to offer, and understand it was your invitation to give the gift that makes the possibilities, some serious affirmation takes place.

People all over the Fellowship are investing an intensity and passion that for years has been seen only from the Board of Elders. In receiving, listening to and with people who serve as you serve, the reality of God's breath moving on commissions and committees becomes more clear.

It is unfortunate that a video of the CCCC Executive meeting in Boise is not available. On behalf of UFMCC and in response to your invitation to serve, we were a part of a new wave of God's breath. Credentialling is changing, not as a value statement against the former process, but in response to the new vision of who we are and can become.

The vision, the breath, is reflected in every aspect of UFMCC; we've collectively gone from crisis management, beyond housekeeping and are in on new ground. Longevity in pastorates, development of serious lay leadership, visioning of GSS, the new word of hope from FFO, the blossoming of Samaritan, are all indicative of the fresh breath of God on our denomination. These realities could be a source of joy and strength and encouragement as you continue in your portion of the work commissioned.

The appointment with the CCCC on Saturday seemed to be a meeting devoid of the sharing and celebration we wanted to bring to you, and give to the Fellowship. The work of credentialling is crucial to our futures - we are excited about the work we are doing and think that your understanding of what

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page 2

we're doing is also crucial. Our work is a gift, one that you've invited. We want to work with you on ways to share for our mutual encouragement and joy. To that end, we invite you to meet with us prior to Clergy Conference in 1985. You should know what things are being done in response to your invitation to us to serve, and beyond that, we care about you and are committed to UFMCC.

In Christ's service,

Rev. Claudia L. Vierra

Rev. Claudia L. Vierra
for the Clergy Credentials and
Concerns Committee

cc: Board of Elders
CCCC

E-154

TO: Board of Elders

From: Alan E. Povey
By-Laws Committee Chair

Date: June 2, 1984

"A" The Fellowship By-Laws are integrally related to the Fellowship's status as a legal corporation and are therefore binding on all Fellowship organizations within the United States and on all other Fellowship organizations to the extent local law permits. Roberts Rules of Order is basically a parliamentary guide which is commonly used within the United States but which has no legal standing within the Fellowship. Fellowship organizations may, at their option, use Roberts Rules of Order to the extent that document does not conflict with the Fellowship By-Laws. When persons or groups within the Fellowship find a provision of the Fellowship By-Laws to be troublesome, they may seek to amend or delete the provision by following the process adopted by General Conference.

"B" The Fellowship By-Laws Committee:

- 1) Receives proposed By-Laws amendments from Fellowship Districts, Boards, Committees and Commissions.
- 2) Prepares for each General Conference a report listing, and describing the intent of, each proposed By-Laws amendment received from an authorized source since the previous General Conference.
- 3) Prepares for publication a revised set of the Fellowship By-Laws after each General Conference at which the By-Laws have been amended.
- 4) Develops and systematically updates guidelines to be approved by the Board of Elders for reviewing local church By-Laws and S.O.P.'s to determine their consistency with Fellowship By-Laws.
- 5) Reviews local church By-Laws and S.O.P.'s received from the Board of Elders to determine their consistency with the Fellowship By-Laws and advises the Board of its findings.
- 6) Reviews matters of By-Laws interpretation referred to it by the Board of Elders and advises the Board as to the results of its review.

E-155



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-510

June 28, 1984

TO: The Board of Elders
FROM: Rev. Elder Nancy Wilson
RE: Ecumenical Relations Report

I am pleased to report that Ecumenical Relations are moving ahead.

The National Council of Churches has appointed a three-person committee to work with us to establish a process for continuing dialogue with U.F.M.C.C. to present to the November, 1984 Governing Board Meeting (the last one of this triennium). They are still uncertain as to the status of our application, but will be authorizing a panel of parliamentarians to decide its whereabouts! Meanwhile, the Council is struggling over its identity, new directions, and electing a new General Secretary and President for the new triennium. We will be present in New York for this important meeting.

Rev. June Norris continues to serve on the Family Life and Human Sexuality Commission; and members of the Commission on Faith, Fellowship & Order (led by Rev. Jennie Boyd Bull) are overseeing our interaction with the Council's Faith & Order Commission. Rev. Joseph Gilbert has been involved, as well, in this venture. We continue to be involved with the Commission on Women in Ministry. We will be looking for other ways to be involved as well. Rev. Jim Mitulski is attending a conference on "Spirituality" that they are offering in New York, and he has some long-range interest in this area.

I wish to ask the Elders to appoint Ms. Sandi Robinson, of MCC-Columbus, as co-chair with me of Ecumenical Relations (for a minimum of a two-year term). Sandi and I worked together at this last Governing Board meeting. She is easy to work with, at ease with new people, very able to articulate the faith and position of the Universal Fellowship, and eager to serve in this capacity. She has the time and interest in this area of ministry, and she brings maturity and a unique perspective to the job. Sandi is Baptist in background, has strong connections to the Black Church, and lost no time in making herself known to Third World persons at the Governing Board meeting in Louisville. She was the first MCC person to attend a minority caucus meeting of the NCC and made a very good, strong impression. She was able to talk and relate to many persons we have never been able to touch. She is following through particularly with making contact with a Black Ecumenical organization I did not even know existed.

I would like to work with Sandi on coming up with comprehensive, long-term goals, strategies and rationales for our continuing ecumenical involvement. This would include our continuing ministry with the NCC, and an expanding outreach to their ecumenical organizations, both liberal and conservative, in other nations and regions, and the World Council of Churches (by the way, Rev. Dusty Pruitt is in contact with the World Conference of Pentecostals, whose next meeting is in Geneva during the same time as our General Conference

The Reverend Troy D. Perry, Founder

Ecumenical Relations Report

Page 2

June 28, 1984

1985). We will include strategies, timelines, budget proposals and a resource list of interested and qualified MCC folks (especially lay people) to enable our representation. We also need to have some clear goals concerning our gay and lesbian ecumenical involvements.

We would like to do this in conjunction with our meeting in New York, so that would mean a major presentation to the Elders in early 1985. We would hope that some of these goals would naturally tie in with a review of our ten-year plan and comprehensive goals from the Board of Elders.

E-157

The following is a recommendation from the Fellowship Finance Executive Committee:

UFMCC Policy for Endorsement of Fund-Raising Efforts

General Conference has approved three special offerings for all local churches: World Church Extension Sunday (Feb.), Samaritan Sunday (May), and Fellowship Sunday (Oct.). The Board of Elders may make special financial requests to the local churches when an extraordinary situation arises. From time to time worthy causes may warrant a request for funds. The following guidelines have been developed for the endorsement of such requests. It is recognized that individuals and churches will continue to receive requests which have not received this endorsement. Response to all financial requests should be regarded as voluntary by the church or individual.

It is very important, however, that these requests not be used to subvert or sidestep the budget and program priorities mandated by the General Conference. That will not be encouraged through this policy.

I. Applicants for endorsement of financial requests should consider these guidelines in preparing application for UFMCC endorsement. The Board of Elders and Fellowship Finance Executive Committee will include these guidelines in making their decisions on the endorsement.

- * Appropriateness of purpose with respect to the goals of the Fellowship.
- * Practicality of fund-raising plans.
- * Schedule of fund-raising efforts in relation to other Fellowship fund-raising efforts.
- * Adequacy of financial procedures for collecting, disbursing and accounting for funds.
- * History of requests for funding and fund-raising for this purpose.
- * Duplication of purposes and efforts.
- * Compliance with Fellowship policies.

II. Steps in securing endorsement for fund-raising efforts.

1. Written application should be filed with the Fellowship offices at least 60 days prior to the anticipated starting date of fund-raising.
2. The Fellowship offices will distribute copies of the application to members of the Board of Elders and the Fellowship Finance Executive Committee.
3. The chair of the Fellowship Finance Executive Committee reports the recommendation of the FFEC to the Clerk of the Board of Elders.
4. The Board of Elders either does not approve the endorsement or approves it for a specific length of time.
5. If the endorsement is approved the Clerk of the Board of Elders issues a letter of endorsement and arranges for announcement of the endorsement in "Keeping In Touch". If endorsement is not approved, the Clerk of the Board will notify the applicant.
6. It is incumbent upon the above parties that steps 2-5 be accomplished within 30 days.

III. The following information should be included in the application.

- * Applicable statistical information (name of applying body, address, contact person, etc.).
- * Purpose (for which the funds are to be used).
- * Mode (written, verbal, etc.).
- * Scope (churches, individuals, districts, WCE Areas, etc.).
- * Budget (fund-raising goal, estimated cost of fund-raising, amounts to be spent to accomplish purpose).
- * Funds Handling (through Fellowship offices, through local church accounts or through special accounts -- give signatories names, etc.)
- * Time-lines for raising and expending funds (short-term, on going, annual).

IV. Conditions under which endorsements are maintained or removed.

1. Fellowship Committees and Commissions which do not otherwise submit quarterly reports must do so to maintain endorsement. All other groups must make quarterly report to the Fellowship offices.
2. Fund-raising efforts must conform to the description in the application for endorsement.
3. If it becomes necessary to remove the endorsement, the person will be notified. Removals and expirations of endorsements will be reported in "Keeping In Touch".

BOARD OF PENSIONS

ATTACHMENT # 16



REPORT TO BOARD OF ELDERS

June 15, 1984

PAYMENT OF 1st QUARTER ASSESSMENTS

# of Congregations	170
# of Feasibilities to Pay	+1 MCC of So. Ill.
	<u>171</u>
# of Cong. to Close	-2
Total # Owing	<u>169</u>
Total # PAID to date	<u>-133</u>
# of Cong. PAST DUE	36

INCOME

Assessments Rcvd	\$7439.04	
Minus NSF Check	<u>-16.20</u>	MCC Rockville, MD
Total	<u>\$7422.84</u>	
Plus Interest	37.34	
TOTAL	<u>\$7460.18</u>	\$7460.18

EXPENSES

Pension Serv. Corp.	\$875.00	
Petty Cash	150.00	(79.77 on hnd)
MCC of Topeka (ovrpd)	12.00	
J.D. Willy (reimb. airfare)	400.00	
UFMCC (reimb. BOP mtg exp.)	645.88	
Check Printing	5.25	
Fee for NSF Check	<u>2.00</u>	
TOTAL	<u>\$2090.13</u>	<u>-\$2090.13</u>

TOTAL PENSION FUND 6/15/84 \$5370.05

Approx. members/month for 133 cong. 8247.666
Cong. Past Due: Charter Churches - 6
(Columbia, S.C., Providence, Boston, G.S. Chicago, Boise, Sacramento)
Missions - 7 (ICM Hispania NYC, Las Vegas, St. Petersburg, Ft. Myers, Fairfax, CA, Bakersfield)
Study Groups - 23
Past Due Notices sent on 4/20, 6/8, 6/14

See the 3 attached Form Letters.

[This is not audited and is not the final report for the First Quarter 1984]

There are resumes from at least four (4) women who are applying for the fifth BOP position. Hopefully an appointment can be made at the July Board of Elders meeting.

BOARD OF PENSIONS

E-160



P.O. BOX 691566
LOS ANGELES, CA 90069
213/465-4227

THE REV. ARTHUR GREEN
PRESIDENT

MR. PAUL SHELTON
VICE-PRESIDENT

THE REV. CHARLES AREHART
SECRETARY

MR. JOHN D. WILLY
TREASURER

THE REV. NANCY RADCLYFFE
ADMINISTRATOR

Study Groups;

According to the General Conference resolution the pension assessment applies to all congregations in the UFMCC and is based on the number of voting members. For chartered churches and missions this voting membership figure will usually be the same as the "active members" or "members in good standing." These are the people who can vote at congregational meetings.

Some Study Groups do not have members as defined by the UFMCC By-laws (those who have completed the required classes and have received the Rite of Membership). They do have, however, people who make decisions about the Study Group. These people are then the "voting membership" in regards to the pension assessment figure.

In some Study Groups the number of voting members will be the same as the number of members of the Advisory Board. This is true where the Advisory Board makes the decisions about the operation of the Study Group. In other Study Groups there are congregational meetings in addition to the Advisory Board. For these groups the voting membership is based on the total number of people who are eligible to vote at such a meeting.

The only Study Groups who do not owe a monthly assessment of 30¢ per voting member, are those where the District Coordinator or Board of Home Missions makes all of the decisions and, therefore, signs all of the checks for the Study Group. Signing a check on behalf of a Study Group is a vote to pay that bill unless it is done in response to a directive from the D.C. or the BOHM. These Study Groups must still submit a Quarterly Transmittal Form reporting "zero" membership. This report is to be signed by the Worship Coordinator and the first quarter it is submitted it must also be signed by the District Coordinator as well.

Please comply with this procedure as soon as possible. If you have questions about this call Nancy Radclyffe at the above number. Thank you for helping to provide a pension for the clergy of the UFMCC.

Sincerely in Christ,

The Board of Pensions

BOARD OF PENSIONS

E-161



P.O. BOX 691566
LOS ANGELES, CA 90069
213/465-4227

THE REV. ARTHUR GREEN
PRESIDENT

MR. PAUL SHELTON
VICE-PRESIDENT

THE REV. CHARLES AREHART
SECRETARY

MR. JOHN D. WILLY
TREASURER

THE REV. NANCY RADCLIFFE
ADMINISTRATOR

Dear Pastor and Treasurer,

Please note the item or items checked below in regard to the pension program and your involvement with it. We have chosen this form letter approach to save costs so that a greater portion of the assessments can go into the building of the pension for our clergy. Thank you for understanding this less personal approach.

- Your assessment for the _____ Quarter is past due. It was due on _____. Please remit.
- Your assessment is now 90 days or more in arrears. The Board of Elders and your District Coordinator have been informed of this so they may take appropriate action in regard to your lay delegate(s) vote at District and/or General Conferences. Once we have received this payment from you we will notify them.
- A filled out Transmittal Form must accompany your check. Please fill one out and mail it as soon as possible. Your check, #_____, has been deposited. If in recalculating with this form you find you owe more please send an additional check. If you owe less we will make an adjustment.
- You have overpaid your assessment for the _____ Quarter by \$ _____. Check # _____ is enclosed as a refund.
- You have underpaid your assessment for the _____ Quarter by \$ _____. Please remit.
- Your check is enclosed please get the second signature and return it for proper credit.
- All pension assessments are to be sent to the address at the above left. Please follow this procedure for accurate deposit of checks.
- Feasibility Groups, Parish Extensions, etc. may contribute to the Pension Fund if they choose to do so. The amount given may be arbitrarily arrived at or based on the number of regular participants. These groups may use section C of the Transmittal Form rather than B for reporting this amount. No Transmittal Form needs to be sent if there is no gift amount.

BOARD OF PENSIONS

E-162



P.O. BOX 691566
LOS ANGELES, CA 90069
213/465-4227

THE REV. ARTHUR GREEN
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SECRETARY

MR. JOHN D. WILLY
TREASURER

THE REV. NANCY RADCLYFFE
ADMINISTRATOR

Dear Pastor and Treasurer,

Please note the item or items checked below in regard to the pension program and your involvement with it. We have chosen this form letter approach to save costs so that a greater portion of the assessment can go into the building of the pension for our clergy. Thank you for understanding this less personal approach.

- Please give the TRAM (voting membership) figures for all three months of each quarter. Send this information for the Quarter of 1984 as soon as possible. It is required that this information be given.
- Please list the amounts due for each month on your Transmittal Form as well as the total for the Quarter.
- Refer to the enclosed "sample" transmittal form and in the future please fill in Section A (including your city, state & zip) Section D (all three blanks) Section F (both signatures and report date.
- Congratulations on your new status as a Study Group. Your pension assessment is due starting with the month that you were approved as a Study Group.
- Enclosed please find Transmittal Forms to use in computing and reporting your Pension assessment. If this is your first set there will also be a copy of INSIGHTS with information about the assessment, instructions and a "sample" Transmittal Form.
- Please send both the white and yellow copies of the Transmittal Form with your check.
- The pink copy (enclosed) is for your church records.
- Study Groups with no voting members, i.e., the District Coordinator makes all of the decisions, must still submit a Quarterly Transmittal Form reporting "zero" membership for each month. The W.C. must sign it.

E-163

TO: Board of Elders

From: Spiritual Life and Clergy Care Center (SLACCC)

Date: June 15, 1984

1. Funding for SLACCC is picking up in response to a Funding Proposal which was sent to the Districts. The Southwest, South Central, Northeast, Mid-Atlantic, Western Canada and Eastern Canada all responded with some funding. The Northwest District has it on their agenda for their Fall meeting. Five churches now give regular amounts varying from \$20.00 a month to 1% of Income a month. Four clergy give regular monthly amounts as do two lay person.
2. Contacts with clergy, spouses and others served by SLACCC continues to grow. These reflect increasingly appropriate use of SLACCC.

Samaritan

ATTACHMENT # 18

Attache

June 22, 1984

Board of Elders
U F M C C
5300 Santa Monica Blvd.
Suite 304
Los Angeles, CA 90029

E-164

Dear Board of Elders,

Samaritan Educational Ministries is going very well. All of us are extremely busy with summer activities.

EXCEL is going to Europe for the first time! Keith is planning on not only doing EXCEL weekends, but initiating training for the first World Church Extension EXCEL team.

Samaritan Extended Studies has developed a thorough stewardship program including a professionally-made video tape. This program was introduced to the North East District at their May District Conference. Jeff reported that the initial feed-back was wonderful! Also, Jeff is presenting to the CCCC a draft to the Introduction to the Bible correspondence course. If approved by them, this course will substitute for the Bible proficiency exam when taken for credit.

Samaritan College is focused on the operation of the Orientation Program. The programs in Los Angeles and Detroit have had a wonderful beginning. Details on the finances, participation and evaluation will be available in September.

Jeff and I are also scheduled to meet with the CCCC for a workshop to develop specific objectives for student clergy training. Our hope at this time, is that these objectives will lead to the development of a student clergy manual.

The Samaritan Management Team is meeting in July to discuss a variety of issues. Among these are additional definitions of their own functioning and responsibilities.

Thank you for your continued support of and prayers for our ministry.

Yours in Christ
Rev. Sherre L. Boothman
Dean, Samaritan College

ACTION ITEMS

The Management Team recommends to the Board of Elders the following individuals be appointed to the Samaritan Management Team:

Rev. Judy Dahl---Extended Studies Representative:

Judy has extensive training in educational programming for the church.

Wally Rice-----Chair of the Samaritan Management Team:

Wally was a public school educator and has extensive experience in curriculum development.

E-166

TO: Board of Elders
FROM: The Rev. Elder Troy Perry
RE: OLD TIME GOSPEL HOUR Update
DATE: June 29, 1984

Our office has contacted by letter 84 television stations plus WTBS, CBN and PTL networks.

We have received responses from 40 stations and networks. As of this writing the following responses have been aired:

Los Angeles - Good Day L.A. Talk Show - Troy Perry
Modesta, CA - Taped response - Pat Litka
*Greensboro, NC - Taped response - June Norris
Fayetteville, NC - Taped response - June Norris

* This station granted two 30 second spots that aired 42 times over a two week period

The following responses are in process:

St. Louis, MO - Tom Jordon
Houston, TX - Chuck Larsen
Santa Rosa, CA - David Pelletier
Sacramento, CA - Freda Smith

Several stations have refused to give free time but have offered response time at the same rate that OTGH pays on its contract.

The NO responses have been answered by a second letter from our attorney, Tracy Jordon. A second followup letter will be sent from the Fellowship over Perry's signature to all the stations that have not acknowledged our first mailing. Several stations replied with documentation that they felt it was not necessary to grant time inasmuch as they could show proof of having granted time on an equal basis within the formatted time period on both gay and religion and gay programs and issues.

MCC New York is investigating buying time on the Princeton NJ station that offered this alternative. However, they are interested in having a weekly ongoing program. This station beams into New York City.

We are still receiving responses at the rate of 2 per week on our initial request.

TENTATIVE MINUTES
ELDERS MEETING
NOVEMBER 1-5, 1984
LOS ANGELES, CALIFORNIA

A ADMINISTRATION

84A-1 MOVED to thank Mr. Frank Zerilli for 10 years of loyal, devoted service to the U.F.M.C.C. and to Moderator, Reverend Perry.
(M-Smith/2-Wilson; Unanimous)

A NOTE: Reverend Perry verbally reported about instituting Executive Staff Meetings.

A4 General Offices

A4.4 Director of Administration

84A4.4-3 MOVED we accept report from the Director of Administration, plus Attachment #1
(M-Eastman/2White; Unanimous)

A6 Board of Elders

A6.1 Advisory Letters & Directives

84A6.1-11 MOVED that we advise All God's Children Metropolitan Community Church Minneapolis, Minnesota that they will not be required to tithe on their Benevolence Fund. Rationale: All God's Children M.C.C. is calling what was formerly their Deacon's Fund the Benevolence Fund. It is simply a matter of wordage.
(M-Mank/2-Harvey; Unanimous)

84A6.1-12 MOVED to advise Metropolitan Community Church-Toronto, Ontario, Canada, in response to their request, that while resolutions do not carry the same binding effect as By-laws, they are as far as they express the intent of General Conference on a given issue.
(M-Mank/2-Harvey; Unanimous)

A6.3 Mission Status Requests

84A6.3-7 MOVED that Metropolitan Community Church in Olympia, Washington be approved for Mission Status in the U.F.M.C.C.
(M-Mank/2-Smith; Unanimous)

84A6.3-9 MOVED that Metropolitan Community Church-Ocean of Life, Costa Mesa, California be approved for Mission Status in the U.F.M.C.C.
(M-Mank/2-Wilson; Unanimous)

84A6.3-9 MOVED that Holy Fellowship Metropolitan Community Church-London, Ontario, Canada be approved for Mission Status in the U.F.M.C.C.
(M-Mank/2-Wilson; Unanimous)

- 84A6.3-10 MOVED that Metropolitan Community Church-Ottawa, Ontario, Canada
be approved for Mission Status in the U.F.M.C.C.
(M-Mank/2-Wilson; Unanimous)
- 84A6.3-11 MOVED that Metropolitan Community Church-Baton Rouge, Louisiana
be approved for Mission Status in the U.F.M.C.C.
(M-Eastman/2-Wilson; Unanimous)
- 84A6.3-12 MOVED that Metropolitan Community Church-Mid-Cities, Arlington,
Texas be approved for Mission Status in the U.F.M.C.C.
(M-Eastman/2-White; Unanimous)
- 84A6.3-13 MOVED that Christ the Redeemer Metropolitan Community
Church-Evanston, Illinois be approved for Mission Status in the
U.F.M.C.C.
(M-Smith/2-Wilson; Unanimous)
- 84A6.3-14 MOVED that Reconciliation Metropolitan Community Church-Grand
Rapids, Michigan be approved for Mission Status in the U.F.M.C.C.
(M-Smith/2-Wilson; Unanimous)

A6.5 Miscellaneous

- 84A6.5-6 MOVED we accept AIDS program recommendations (Attachment #2).
 (M-Harvey/2-Eastman; Unanimous)

A7 Board of Elders Meetings

- 84A7.84-3 MOVED we accept minutes from July 2-6, 1984 Elders Meeting.
 (M-Smith/2-Harvey; Unanimous)

A11 Church Services/Publications Department

- 84A11-3 MOVED to accept four-part policy for publications (with ad-
ditions). Attachment #3
 (M-Eastman/2-Mank; Unanimous)

A11.8 Journey

- 84A11.8- MOVED we accept report from the Journey Committee.(Attachment #4)
 (M-Mank/2-White; Unanimous)

- A11.8 NOTE: The Journey Committee will continue to work with the Editor through the next Elders meeting on implementation of the report.

A12 Archives

- A12 NOTE: Received progress report on Archives from Elder Mank & Reverend Turner. No action taken.

B BUDGET & FINANCE

- 84B-5 MOVED that the Board of Elders set up a sub-committee to work with the Director of Administration to review and devise accounting and reporting policies and procedures. Reverend Elder White, Elder Mank and Reverend Elder Wilson will serve on the sub-committee and report back to next Elders meeting with results.
(M-Harvey/2-Mank; Unanimous)

C DISTRICTS, CHURCHES & CHURCH EXTENSION AREASC5 Great Lakes District

- 84C5.0512- MOVED we return Redeemer Metropolitan Community Church-Flint, Michigan's By-laws to them for minor corrections--we will suggest wording to them.
(M-Harvey/2-White; Unanimous)

C6 Mid-Central District

- 84C6- MOVED we approve the Mid-Central District S.O.P.'s
(M-Harvey/2-White; Unanimous)

C7 South Central District

- 84C7.0406- MOVED that we refer the By-laws of Metropolitan Community Church of the Resurrection-Houston, Texas back to them and ask them to specifically state that an acting moderator who is not a member of the Board cannot vote or break a tie vote.
(M-Eastman/2-Wilson; Unanimous)

- 84C7.0412 NOTE: Regarding the situation in San Antonio, Texas, Elder Eastman will advise them the Board should reinstate their membership, then send a letter saying that charges will be heard.

C8 Northwest District

- 84C8.0216- MOVED we received a request from Metropolitan Community Church at Boise, Idaho that we allow them to vote at District and General Conferences and accept their payments of back tithes at \$20.00 per month until the amount owing is paid off. They will not be penalized in any way for this.
(M-Smith/2-Wilson; Unanimous)

C9 Southwest District

- 84C9.0103- MOVED that we return Metropolitan Community Church in the Valley-North Hollywood, California's By-laws to them with with a letter explaining the changes that should be made.
(M-Wilson/2-Smith; Unanimous)
- 84C9.0107- MOVED that we approve the By-laws of Christ Chapel Metropolitan Community Church-Santa Ana, California.
(N-Perry/2-Harvey; Unanimous)

C11 Northern Australian District

- 84C11.3502- MOVED that a pastoral letter on adult/child sexual relations consent be sent to Jim Dykes (upon his request), and distributed to all churches.
(Attachment #5)
(M-Perry/2-Harvey; Unanimous)

G U.F.M.C.C. BOARDS, COMMITTEES & COMMISSIONS

G1 Office of Institutional Ministry

G1.1 Lawsuits (All)

- 84G1.1- MOVED that we appeal the Michigan decision to the Supreme Court.
(M-White/2-Harvey; Unanimous)

G3 Board of World Church Extension

- 84G3-5 MOVED: 1. We need a written report from Jose Mojica. 2. Spanish By-laws must be printed and distributed by January 1st. 3. We will write a letter to all clergy, district officers, Churches and worship coordinators in Spanish and English saying we would like a chance to dialogue with them at their District Conference before General Conference to talk about the future of the Hispanic Americas District.
(M-White/2-Harvey; Unanimous)
- 84G3-6 MOVED that England, Scandinavian Countries, Holland and Germany become the North Sea District. All other European countries will remain under World Church Extension until future development. The Board of Elders requests that a District Conference be called to elect officers, etc.
(M-White/2-Mank; Unanimous)
- 84G3-7 MOVED to accept report from World Church Extension.
(Attachment #6)
(M-Wilson/2-Eastman; Unanimous)

G4 Commission on Faith, Fellowship & Order

- 84G4-3 MOVED we accept report from Faith, Fellowship & Order.
(Attachment #7)
(M-Eastman/2-White; Unanimous)

G6 Commission on Government Structures & Systems

- 84G6-2 MOVED that Shelley Hamilton and Pat Evans be appointed to Government Structures & Systems, with Billie Torres as an alternate.
(M-Eastman/2-Harvey; Unanimous)
- G6 NOTE: Reverend Perry will write John Gill a letter regarding Government Structures & Systems.

Department of Special Ministries

84G9-3 MOVED we accept report from Department of Special Ministries
 (Attachment #8)

(M-White/2-Wilson; Unanimous)

By Laws Committee

The Board of Elders passed the attached proposals to the By-Laws Committee (Attachment #9)

(M-Wilson/2-Harvey; Unanimous)

Commission on the Laity

84G13- MOVED we received report from the Commission on the Laity but took no action on multi-lingual resolution. We are moving toward that, but funds are not available at this time. Nancy Wilson will write a response to the letter from the Commission on the Laity. (Attachment #10)

(M-Mank/2-Harvey; Unanimous)

Department of Ecumenical Relations

84G15-5 MOVED we accept report from Department of Ecumenical Relations.
 (Attachment #11)

(M-Mank/2-Harvey; Unanimous)

Fellowship Media Committee

84G16-3 MOVED we accept report from Media Ministry. (Attachment #12)

(M-Harvey/2-Wilson; Unanimous)

84G16-4 MOVED that we authorize the Moderator to borrow the necessary funds to complete the film and deduct that from future funds to be raised in fund raisers.

(M-Eastman/2-Harvey; Unanimous)

Fellowship Finance Committee

84G18-2 MOVED that we continue our search for additional members of the Fellowship Finance Committee.

(M-Wilson/2-Harvey; Unanimous)

84G18-3 MOVED that weekly financial reports, monthly reports and quarterly reports be sent to all members of the Fellowship Finance Committee.

(M-Mank/2-Wilson; Unanimous)

Board of Pensions

84G20-4 MOVED we accept report from the Board of Pensions (Attachment #13

(M-Mank/2-Harvey; Unanimous)

G21 Spiritual Life & Clergy Care

- 84G21-3 MOVED we accept report from Spiritual Life & Clergy Care and the request for action has been routed to the Director of Administration. He has been asked to report back to us and SLACC will receive a copy of what he gives to the Board of Elders.
(Attachment #14)
(M-Eastman/2-Wilson; Unanimous)

G22 Department of Third World Ministries

- 84G22- MOVED we received the report from Third World Ministries.
(Attachment #15)
(M-Harvey/2-Mank; Unanimous)

G22 NOTE: Ravi gave a report on Third World Conference in New York.

H SAMARITAN EDUCATIONAL MINISTRIES

- 84H-3 MOVED we accept report from Samaritan (including approving the attached Action Items) (Attachment #16)
(M-Mank/2-Wilson; Unanimous)

J GENERAL CONFERENCE

- 84J85-6 MOVED that we have a music service on Saturday night at General Conference with a speaker.
(M-Smith/2-Mank; Unanimous)
- 84J85-7 MOVED the following people co-celebrate Communion at various services throughout the week (a uniform service to be designed by Danny Ray: Robert Copestake & Colleen Darraugh; Marge Perry & Hong Tan; Harriet Merrick & Leigh Neighbors; Charlotte Straythorne & Felix Escamilla.
(M-Harvey/2-Eastman; Unanimous)
- 84J85-8 MOVED the following people preach at General Conference: Jackie Walker, Willie White, Jimmy Brock and Horacio Flores.
(M-Smith/2-Harvey; Unanimous)
- 84J85-9 MOVED that the Board of Elders agreed that all lay persons serving as District Coordinators, Chairs of Commissions, Committees, Boards or Fellowship Institutions will be permitted to be seated as official observers at General Conference, for which there will be specially designated seating.
(M-Wilson/2-Smith; Unanimous)
- J85 NOTE: Discussed translations of materials and proceedings into other languages--at this point Spanish. Later possibly French and other languages.

K

CLERGY CONFERENCE

84K85-1

MOVED we send two Elders to Clergy Conference in January--one to meet with CCCC, the other to meet with GSS. That decision is because of expenses and not mandated by Conference. We will be meeting with District Coordinators at the time of Elders meeting that normally would have taken place during Clergy Conference.
(M-Eastman/2-Harvey; Yes: Smith, White, Wilson; No: Mank)



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

TO: Board of Elders
FROM: Ravi Verma, Director of Administration
DATE: October 22, 1984

REPORT

The last few months have been exciting ones at the Fellowship offices! For the first time since I started, we have a full staff. It has been a period of intense activity along with developing our own systems and styles of working together.

In the first section of this report I will summarize the progress in the three primary objectives that were established by us at the last Elders meeting.

1. Activity Profile and Staff needs of the Fellowship Offices.

The attached interim report (attachment one) from Marie Rapley outlines the process used and the actual activities of this office for a one month period. We will continue collecting and summarizing such information for at least three more months and publish a final report by January 31, 1985.

The above data will be used by us to project future staff needs, by Government Structures and Systems in looking at Fellowship versus district tasks and structure. It will also assist us in conducting a functional analysis of the Administrative and Executive offices.

Attachment two, is a very preliminary projection of staff needs, (compiled by Rev. Elder Nancy Wilson and myself) in the Executive, Administrative and programing areas of UFMCC. This is for discussion only.

2. Financial Accounting

I have met with our Accountant to adjust our accounting system to be ready for an audit. Recomendations about the areas that have to be adjusted have been given to Michael Mank and we will continue to work on these.



The July '84 thru September '84 quarterly financial report is attached. Attachment 3 summarizes the income/expense statements and budget analysis for the October '83 thru March '84 budget period and April '84 thru July '84 budget period. Included are some recommendations and projections. This is for discussion only.

We have continued to make progress on the cost center accounting system. Attachment four breaks down the total expenses into the established centers from June thru September 1984. It includes staff time, postage, printing etc. and costs allocated to each cost center. Please note that some of the personnel costs for the June thru August 1984 time frame are approximations. We will continue to summarize such detailed data for at least the next three months.

These reports will be used to help us in formulating the next budget for Government Structures and Systems in its financial analysis, determining the true cost of existing as well as future programs.

3. Church Services

Progress in this area has been slower. We have revised and reprinted "Homosexuality - What The Bible Does and Does Not Say." Future plans include printing - MCC Starter Kit, Bob Arthur's "Homosexuality in the light of Biblical Language and Culture," "Inclusive Language - UFMCC Policy," "Aids - theological implications," Membership packets. We also intend to start marketing tapes of sermons by Elders and other General Conference "Classics".

In order to develop a plan to make Church Services produce revenue in excess of costs, I have started collecting information from other denominations regarding their structures, products, procedures etc. of their publishing departments. A detailed report will be presented at the March 1985 Elders meeting.

4. Other

- (a) Publications: A report by the Publications Sub Committee (Rev. Elder Don Eastman, Rev. Elder Freda Smith and myself) has been completed.
- (b) The Journey Sub Committee (Rev. Elder Don Eastman, Frank Zerilli, Paula Schoenwether and myself, with help from Marie Rapley) has also been completed.
- (c) General Conference: Jim Voltz is our new Conference Coordinator. We have finalized the arrangements with the Conference Center and Hotel. The detailed report along with a revised budget, time line and future plans are included in Jim's report.
- (d) Third World Lesbian/Gay Christian Conference: Rev. Elder Harvey and I represented the Fellowship at this Conference in New York City. Around one hundred (100) people of color from different cities attended a very productive, spirit filled

conference. Several long range directions and goals emerged along with exciting new programs and leadership in various parts of UFMCC.

Through the Fellowship Scholarship Fund, we helped three people. Ms. Sandi Robinson (MCC Columbus, Co Chair Ecumenical Relations), Rev. Emmet Watkins (Los Angeles) and Rev. Jose Mojica (Hispanic Americas Ministry Director) to attend this conference.

- (e) Visit to National Council of Churches: Thanks to Elder Nancy Wilson, I got to visit the NCCC offices in New York. I spent a very productive and informative time with Dr. Claire Randall and Mr. Oscar McCloud. We discussed UFMCC's application, the process and possible future directions. Both of them recommended that reopening our membership would not serve any constructive purpose at this time. They strongly recommended that we work with them and the new leadership (elections are being held at this upcoming meeting in New Brunswick, New Jersey) to explore further ways to work and dialogue with NCCC unit groups and other member communions.

We also discussed at length, administrative, structural, functional divisions at the NCCC and in mainline denominations. We explored how such groups have evolved in their structure and leadership roles.

Through Dr. Randall and Mr. McCloud, I got to tour and meet various staff people in their Financial, Office Information, Church World Services group etc. I am corresponding with these people and other denominational executives to get information that we can use.

I also made several contacts with people who are involved in church work in South East Asia. They gave me a great deal of help, information and contacts in India. I hope to explore these on my upcoming trip home.

Overall, I was extremely impressed by the incredible impact our application has made on NCCC and its staff. I was equally impressed by the resources they have that are available and relevant to our world wide ministry. We need to aggressively build even closer ties with them to be able to tap these resources.

- (f) Staff: The entire staff here has been working hard and I want to officially thank them for all their efforts. It has been difficult to attract and retain qualified people to work here because of the low salaries. It is my hope that there will be substantial increases planned in the next budget.



Attachment 3

E-177 ✓
5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

NOTES ON FINANCIALS From April 1984 to September 1984

Table I, represents UFMCC's income for the last two (2) quarters. Also included, are the budgeted figures and the total administrative expenses.

- I. A comparison between these figures and similar figures for the last six months, indicates (see attachment) on the average:
 1. The tithe income increased by \$2,696.31/month or 9.02%, over the average of the last six months. This income is \$5,078.16 or 15.56% higher than the budgeted income from tithes.
 2. The income for World Church Extension (WCE) from April/September 1984 is much lower than that for the previous six months (even after accounting for World Church Extension Sunday). We have therefore had to subsidize these efforts. These monies should be on the increase for the upcoming six months and we will not have to subsidize WCE as much.
 3. Administrative Expenses have stayed nearly the same as for the last six months and continue to be around 4.5% higher than the budgeted amount.

Inspite of the higher income from tithes, the income from other areas (ie. WCE, publications, Church Services, undesignated, etc.) continues to be lower than the budgeted amount. Also, our tithe income fluctuates, especially in the "summer" months. Both these factors contribute towards our seasonal cash flow problems. A "cushion" of around \$10,000.00 is needed to alleviate these problems. We need to develop ways to raise funds beyond our income from tithes.

Over the next few months we have several events scheduled--World Church Extension Sunday, Epiphany Program, General Conference registration materials, the Elders--District Coordinators meeting and new Church Service materials. All these are going to increase our expenses. Beyond these, no new budget increases should be authorized.

87-11

SIX MONTH FINANCIAL SUMMARY

1984-85
Average
Budget
1 Month

	April '84	May '84	June '84	July '84	Aug. '84	Sept. '84	Average 1 Month	Budget 1 Month	
TITHES	35,427.52	41,081.96	28,354.94	29,878.93	34,245.33	27,625.61	32,769.05	27,500.00	
UNDESIGNATED	10.00	15.00	-	172.48	-	-	32.91	500.00	
WORLD CHURCH EXTENSION	1,417.15	1,687.48	445.47	294.33	514.16	586.79	824.28	1,333.33	
FELLOWSHIP SUNDAY	-	-	-	-	-	510.00	(5000.00) 416.67	-	
DESIGNATED	599.83	145.68	558.73	720.98	70.00	219.15	-	-	
PUBLICATIONS	1,781.94	1,779.40	939.74	1,175.40	1,383.69	652.05	1,335.37	2,500.00	
CHURCH SERVICES	868.72	805.34	673.38	595.85	947.67	765.55	776.09	1,000.00	
ADMINISTRATIVE EXPENSES	24,806.28	31,525.02	23,869.54	23,525.31	25,168.06	19,800.00	24,789.12	23,696.42	



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

Attachment 4

COST CENTER ACCOUNTING

In the last four months, June 1984 through September 1984, we have started collecting data based on our Cost Centers. This has involved the following:

1. All personnel have kept track of the activities they are involved with. This information is then summarized and used to allocate the payroll to the appropriate Cost Center.
2. Logs are kept on the use of photocopying, postage and to a limited extent, on office supplies. These costs are appropriately allocated.
3. In cases where direct data was not available, appropriate projections and assumptions were made. For instance, 45% of all telephone costs were allocated to the Board of Elders.
4. Please note that we have just started this process, we will continue to collect more accurate data and refine our estimates.

The data we have collected is summarized in Table I for the time frame, June 1984 through September 1984.

Column (1) for each month represents the expenses allocated to each cost center as they appear in our present financial reports. Column (2) for each month, represents the expenses as determined by our cost center accounting system.

This report in conjunction with the activities report will be used to present a final report to Government Structures and Systems.

COST CENTER ACCOUNTING SUMMARY

E-180

JUNE '84 - SEPT. '84

6

ACCOUNT	JUNE	JUNE	JULY	JULY	AUG.	AUG.	SEPT.	SEPT.
	(1)	(2)	(1)	(2)	(1)	(2)	(1)	(2)
Bd. of Elders	23869.54	9958.93		9006.86		11510.02		48341.86
Administration	23869.54	11062.10	23525.31	10907.64	25168.06	10806.73	19800.00	130112.29
Clergy Pension Fnd				3.89				
Fellowship Sunday		259.00		669.91		457.19		2424.49
Research/Develop.		10.15		3.89				7.03
Church Services	750.00	1283.86	125.95	653.66	910.25	1443.80	175.00	436.86
Publica./JOURNEY	1934.49	2457.25	962.06	1438.23	3071.95	3147.92	813.25	1069.60
Fund Raising								
Public Relations								42.50
Wrld. Church Ext.	2755.60	2871.05	2012.00	2294.82	2353.50	2656.54	2238.00	54.22
General Conference	696.24	863.24	250.00	417.00	617.27	784.27	94.00	189.22
Other Conferences								
Me 'TV Special	3162.43	4124.87	1217.76	2196.18	2177.28	3147.92	1250.80	1648.99
Faith Felwsp/Order	379.40							
Laity				85.00				
Gov't Struc./System.	57.22	57.22				9.84		
Special Ministries								
Clgy Cred./Concerns	2127.21	2228.71	640.39	734.35	666.65	755.21	581.11	637.33
Fellowship Finance								
Christian Soc. Act.		10.15		3.89				4.69
Ecumenical Rel.		30.45	866.67	878.67		29.52	105.00	112.03
Institutional Min.				3.89		19.68		4.69
Third-Wrld. Min.	0.40	20.70	512.68	597.68		94.84	14.00	84.61
Samaritan Ed. Cen.	1460.46	1586.46	3798.74	3930.42	2412.81	2537.17	1803.41	1852.94
Spiritual Lf/Clgy.	41.00			11.67		9.84		7.03
Dist. Coord.		10.15		11.67		49.20		7.03
M.C.M.		20.3		62.24		118.08		37.48
TOTALS	36854.59	36854.59	33911.56	33911.56	37377.77	37377.77	26430.41	26430.41

(for information only)

(1) ACCOUNT EXPENSES AS PER CURRENT FINANCIAL STATEMENT.

(2) EXPENSES AS PER COST CENTER ACCOUNTING.

TO: Ravi Verma

FROM: Marie Rapley

Date: October 20, 1984

Re: Interim Report - Activities of the Office

Enclosed is an interim report detailing the output of the UFMCC International Offices outlined from a daily to a biennial basis.

The information for this report was collected through the following means (1) Time cards by all staff members, (2) Cost Center accounts for number of copies, amount of mail, etc., (3) Detailed daily activity reports maintained by all staff members, (4) Past experience. This report is the collection of data over a five week period (especially daily, weekly and monthly activities).

We intend in the future to continue collecting and summarizing data for the next three months and publish a final report by January 31, 1985.

DAILY

- Telephones
 - Taking and transcribing message from the answer machine (average of 4 to 6/day)
 - Answer phones (average of approximately 56 call/day)
 - Provide information to Caller (UFMCC local/district, other)
 - re: resources
 - Church meeting times, places, locations
 - Prices of fellowship publications
 - Available materials
 - Mailing list additions, changes
 - P. R. - other Lesbian/Gay/religious organizations
 - Crank callers
 - Make necessary telephone calls as directed by key staff
- Incoming Mail (50-150 pieces/day)
 - Opening, dating and distributing mail
 - Handling returned mail
 - research as to why it has been returned
 - Find correct address
 - Making mailing address changes and additions (8 to 10/day)
 - re-mail if possible
- Out going Mail (Average 50-60 pieces/day)
 - UPS posting and packaging
 - Charging appropriate cost center & posting
 - mail box drop (twice daily)
 - Mail Board of Elder Mail (every other day)
- Provide instructions on given task and/or activities
- Type draft documents (reports correspondence, memorandum, forms, etc)

- Church services orders (5 to 7/day)
 - Collecting ordered materials
 - Packaging " "
 - Weighing " " and determining quickest and cheapest way to mail affixing postage and addressing
 - Invoicing
 - Posting invoices
 - sending correspondence if out of print, back ordered, etc. (2 letter every other day)
 - Posting paid invoices
 - filing invoices and correspondence
- Record keeping
 - Maintain copier log
 - Maintain postage log
 - Maintain daily attendance
 - Maintain financial ledger
- Zeroxing materials (average of 610 copies/day, including correspondence, reports elders mail, NETWORK, KIT & SOTER, etc.)
- Updating Mailing lists (source of information - telephone calls, monthly reports district coordinator reports, correspondence, returned mail, etc.)
- Typing general correspondence (5 to 10 letters/day)
- Processing Monthly Report Forms (Tithes Reports)
 - Dating
 - Posting (tithes amounts plus info for per capita)
 - Routing noted address changes and additions (directory and other mailing lists)
 - Noting on checks appropriate category (tithes, Church service, Journey, etc)
 - Zeroxing copy of checks & completing daily income sheet
 - Deposit preparation (Totals for designated categories)
 - Filing (monthly reports, daily checks plus summary sheet)
 - Zeroxing noted mailing changes & additions plus forwarding to appropriate staff for action
- Maintain Church files
- Relief of Receptionist

WEEKLY

- Filing (Executive and Administrative office)
- Review time sheets
- Prepare and submit time sheets
- Maintain donor list - *Thank you's*
- Maintain lists on displaywriter

- Zerox & mail Elder's Update
- Compile weekly total for postage, copier and staff time
- Review week's accomplishments and next week's workflow
- Zerox & mail weeks financial data to M. Mank & Troy Perry
- Review & pay bills
- Refill postage meter as needed (approximately twice weekly)
- Follow-up on tracers (Church services, Journey, tithes, etc.)
- Preparation of deposit slip and taking to the bank (2-3 times weekly)
- Mail address changes to Larry Richards for directory

BI-MONTHLY

- Process & delivery transmittal sheets for payroll

MONTHLY

- KIT & SOTER (plus produce & collect other materials that will be mailed with KIT)
 - Type, proofread, edit copy
 - Paste-up copy
 - Prepare Master copy
 - zerox paste-up copy for zeroxing
 - zerox 700 each copies (2 sided)
 - collate
 - zerox labels
 - prepare envelopes, stuff, affix postage, and mail
 - prepare per-capita and top 20 tithes copy
- NETWORK
 - Type, proofread, edit copy
 - Paste-up copy
 - Prepare master copy
 - zerox 100 copies
 - collate
 - zerox labels
 - prepare envelopes, stuff, affix postage, and mail
- "Journey"
 - Filling "Journey" subscriptions, making up label for new subscriber or change of address and filing subscription notices (4 to 6/week)
 - Typing cut-lines
 - Solicit, advertising and produce copy
 - collect and edit material
 - Type, proofread, edit copy

Faste-up copy
 prepare camera ready copy
 deliver camera ready copy to printer
 proofread copy at printer
 prepare labels
 prepare invoices for bulk mailing
 file invoices
 post invoices
 prepare envelopes, stuff, affix postage, and mail
 send bulk orders (churches)
 send complimentary copies to churches not receiving bulk
 send complimentary copies to comp list
 send individual subscriptions

- Prepare financial materials for Accountant
 - Provide categories of income and amount received
 - code checks
 - provide any other information necessary
 - file copy of check with invoice
 - Review final report, photo copy & mail to Treasurer then to BOE & Finance Committee
- Provide tour of offices to visitors (4-7/month)

QUARTERLY

- Send out Quarterly financial report (10 pages, 300 copies)
- Preparation of Board of Elders Meeting materials (130-170 pages for 10 books)
- Print and Mail Directory
- Elders Minutes
 - Prepare draft and mail to BOE for approval
 - Type final copy, zerox, collate, staple and mail to church and comp list

ANNUAL

- Send out federal and local tax forms as required by law
- Fellowship Sunday, World Church Extension Sunday/Special Events
 - Plan theme/program
 - Plan initial promotion (i.e. notice in KIT, Journey, letters, etc.)
 - Write press releases
 - Design & print posters
 - Write & print worship service, appeal letters
 - Mail letters, appeal letter, BRE and poster to Churches
 - Keep list of individual/church donors for each category
 - Send thank you letters

BIENNIAL

- General Conference
 - Recruit and hire conference Coordinator
 - Negotiate with hotel/conference site/local church
 - meetings, etc.

OTHER

- Work with attorney re: ongoing/potential legal issues
- Send out Federal Income Tax information as requested
- Put all mailing list on Displaywriter
- Development of telephone orientation program
- Prepare materials and/or resources for meeting or conference held by commissions, committees, and institutions i.e., typing, zeroxing, collating, stapling, packaging, mailing, etc.)
- Deliver and pick up materials from printer as needed
- Design and lay-out pamphlet covers
- Trips to Post Office to pay on BRE account, Postage for meter, delivery of bulk -
- Send Welcome packets to new groups
- Staff meeting as needed
- Executive staff meetings
- Purchase office supplies and materials as needed
- Church Services publications
 - typing
 - editing
 - proofreading
 - paste-up
 - printing
 - mail, take over size package, deliver mail needing special handling
- Maintain and provide insurance information
- THE DRUM
 - Type
 - Edit
 - Proofread
 - Paste-up and Lay-out
 - Zerox
 - Collate and Staple

- When a vacancy occurs, advertise, screen, interview, test, make referral checks, hire qualified candidate
- Provide orientation for new hires
- Supervise volunteers as well as staff
- Instruct and train on the job
- Follow-up, develop and evaluate employee job performance
- Administer and counsel on benefit programs
- Conduct exit interview with terminating employees
- Maintain personnell files
- Maintain vacation, sick pay and group insurance accural records
- Counselling staff as needed
- Facilitate arrangements/payments for Elders travel
- Ongoing contact with Fellowship leadership regarding program planning, finances, funding, strategy and rewnor control.
- Help in mailings for various Fellowship groups

NOTES

Detailed information on the work activities was collected for five week period. It includes the activities of the entire administrative and our resident volunteer (Maryann Mulligan who spends 5-9 hours per day, 5 days per week)

Major mailing during this period include News Release ["God, Gays and the Gospel"(GGGTV)], Thank you Letter (GGGTV), Interest Letter (GGGTV), KIT & SOTER (Church Calendar) NEWSLETTER, NETWORK, JOURNEY, Year End Financial Report (4/1/83-3/31/84), Fellowship Sunday (tapes, posters, BRE envelopes), Clergy Conference and Ecumenical Survey materials.

Please note that in many instances when "mail" is referred to in this report it includes photocopying necessary copies, collating, stapling, folding, preparing and affixing labels, weighing, postage cost comparison, stamping package as to correct mail classification, posting plus putting in mail box (two drops daily). When an item is being mailed UPS it is necessary to appropriately stamp package, note pounds, log in the UPS postage record book.



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

TO: The Board of Elders

FROM: Rev. Elder Don Eastman

Subject: UFMCC AIDS Action Program recommendations
(passed at November 1984 Elders Meeting)

1. We will conduct an immediate Fellowship-wide assessment of all activities responding to the AIDS crisis. A survey questionnaire will be sent to each local church body by December 1, 1984.
2. We will periodically distribute information on successful local AIDS programs to all local church bodies, beginning March 1, 1985.
3. We will offer a seven (7) day workshop on "Death and Dying" during the last three months of 1985.
4. We will devote one day to AIDS information and action program at General Conference 1985.
5. We will contact the AAPHR or a similar authoritative medical group that publishes recommendations for responsible, safe sexual behavior. We will propose a cooperative program effort: the medical group would be responsible for copy and content; UFMCC would be responsible for printing and distribution. The pamphlet would periodically be updated upon recommendations of the medical group to present currently accurate information. Target date for initial publication is March 1, 1985.
6. We will immediately publish a brochure authored by Rev. Steve Peiters, AIDS: A Christian Response from Metropolitan Community Church.
7. By March 1, 1985 we will publish a brochure that effectively refutes the unChristian idea that AIDS is a source of divine judgement. Gods invariable response is one of love manifest in healing and hope.
8. by January 1, 1985 we will identify and study existing women's Blood Donor programs to prepare for development of a program model to be used by local UFMCC groups by April 1, 1985.



E-188

5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

TO: Board of Elders

FROM: Freda Smith, Don Eastman and Ravi Verma

DATE: October 23, 1984

FOUR PART POLICY FOR PUBLICATIONS

A. Editorial Policy. All material bearing the UFMCC Logo must:

1. Be consistent with UFMCC Doctrine as stated in By-Laws Article III A.
2. Conform to inclusive language guidelines adopted by General Conference X in 1981.
3. Be factually accurate.
4. Conform to all applicable copyright laws.
5. Must conform to acceptable literary standards.
6. Must be appropriate to the witness of UFMCC.

(Four part Policy for Publications - continued)

B. Production Policy.

1. Each subsidiary is responsible for its own production and distribution.
2. Negotiation of contracts and royalties and liability for the same is the responsibility of each subsidiary.
3. All publications bearing the UFMCC Logo must be presented to the UFMCC attorney for copyright. Any previously copyrighted material must have written permission to copy from the copyright holder.

C. Financial Accountability Policy.

1. Each subsidiary must keep financial records using generally accepted accounting procedures and must report on all income and expenses on a quarterly basis to the UFMCC office.
2. If sales tax law apply, each subsidiary is responsible for meeting their requirements
3. No subsidiary can raise funds for publishing materials bearing the UFMCC Logo without following the procedures outlined by the Finance Committee and approved by the Board of Elders. (Please see attachment.)

(Four part Policy for Publications - continued)

D. Implementation Policy.

1. The Board of Elders shall appoint a Publications Board of at least four (4) persons to approve all publications of the UFMCC (or any of its subsidiaries) and bearing the UFMCC Logo (* the UFMCC Logo as a registered trademark may be used only by the UFMCC and any of its subsidiaries) in accordance with the Editorial Policy outlined in item one.
2. The Publications Board decision can be appealed to the Board of Elders whose decision is subject to the approval of the General Conference.
3. In order to avoid duplication, the Publications Board may make recommendations to subsidiaries concerning the areas in which each subsidiary may publish.
4. These guidelines do not apply to material produced before their adoption.

E. Definitions.

1. "Publications" - Includes, but is not limited to, books, pamphlets, educational brochures, music, materials, magazines.
2. "Publications" - Excludes letterheads, correspondence, newsletters and reports, or regular publications (such as JOURNEY) of the Fellowship Offices, whose editors are responsible for implementing the editorial policies.
 - a. Geographic subsidiaries such as local church bodies districts and World Church Extension areas.
 - b. Fellowship-wide subsidiaries such as Commissions, Committees, Boards Departments, Task Forces, and Institutions called into being by the General Conference or the Board of Elders.



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

TO: Board of Elders

FROM: Journey Committee, (Elder Don Eastman, Paula Schoenwether,
Frank Zerilli and Ravi Verma)

This report was compiled by the committee charged by the Board of Elders to review "Journey" and make recommendations to reduce the deficit that it has been operating under.

I. JOURNEY FINANCIAL DATA
TABLE I

	April 83 TO June 83	July 83 TO Sept. 83	Oct. 83 TO Dec. 83	Jan. 84 TO March 84	April 84 TO June 84	July 84 TO Sept. 84
Income	2,850.84	2,416.21	2,795.96	3,407.35	4,001.08	2,641.14
Advertising Income	<u>70.00</u>	<u>67.50</u>	<u>5.00</u>	<u>460.00</u>	<u>500.00</u>	<u>570.00</u>
Total Income	2,920.84	2,483.71	2,800.96	3,867.35	4,501.08	3,211.16
Expenses	7,279.57	6,557.65	7,269.32	7,678.15	5,869.31	4,806.28
Deficit	4,358.73	4,073.39	4,468.36	3,810.80	1,368.23	1,595.14
Number of issues	2 (a)	2 (b)	2 (c)	3	3	2 (d)
	(a) June 83 / July 83			-	One issue, 32 pages	
	(b) Aug. 83 / Sept. 83			-	One issue, 32 pages	
	(c) Dec. 83 / Jan. 84			-	One issue, 16 pages	
	(d) Aug. 84 / Sept. 84			-	One issue, 20 pages	

Table I shows that there has been a reduction in the deficit that Journey has been operating under, especially in the last three quarters. This is due to two reasons:

1. In early 1984 we searched for a new print shop and realized lower printing costs.
2. Advertising revenue has substantially contributed to the overall income.

Though the income level is yet lower than what was budgeted, we seem to be moving in the right direction. We need to continue to explore ways to increase circulation, advertising revenue and to reduce costs.

II. Recommendations:

The results from the Journey Questionnaire were used to develop ideas and directions for Journey. Overall, about 85 churches responded indicating a great deal of investment in "Journey" in the Fellowship.

While "Journey" meets the needs of many Fellowship insiders, it has not yet become a magazine with great appeal to the "average" church goer. There were numerous positive responses about Journey. Although there were some negative comments and constructive criticism, the most significant problem appears to be the lack of widespread enthusiasm and acceptance of Journey. In some cases local congregation members have not had the opportunity to become familiar with Journey.

Reviewing the responses, there were several common threads that can be identified to increase readership.

A. General

- Increase - personal, devotional and inspirational stories
- news/stories/pictures from all around the Fellowship
- local church news/stories
- practical "help" articles
- Improve - graphics, typeset and photo quality.
- Reduce - lengthy Commission and Committee articles
- long complex or controversial theological articles
- cost to churches for BULK subscriptions

B. Structure and Staff needs

The structure and staffing of Journey needs to be redefined.

First, the "collective" structure should be discontinued and an editor ^{hired.} ~~appointed.~~ A job description or contract clearly defining the responsibilities, expectations and equitable remuneration must be developed.

Major questions must be addressed in the development of a structure for Journey.

- Who is responsible for layout and graphics to camera-ready copy?
- Who is responsible for sale and production of advertising?
- Who is responsible for typesetting?
- Who is responsible for the content?
- What is the relationship of that responsibility to the publications policy?
- Who is responsible for sales and distribution?

In the interim, in order to facilitate collection of information from all over the Fellowship, some regional correspondents should be selected to work with the editor.

C. Printing

One major cost of "Journey" is the printing. To reduce the cost of printing we should explore using "newsprint" instead of glossy paper and explore printing/distributing costs in different parts of the United States.

The following process is recommended:

1. Solicit bids in three different cities...Dallas, Chicago (c/o Rev. Grant Ford) and Los Angeles.

The bids should be for two kinds of newsprint and glossy paper with runs of 2000, 3000, 5000 and 10,000 copies. We will prepare the specification sheets in Los Angeles and send them to Don and Grant.

D. Advertising

A major source of revenue is through advertising and we have already seen the benefits of that. We will collect circulation and advertising rates from other Gay/Lesbian and religious magazines in order to determine the potential to do this.

E. Readership Survey

Include, in Journey, a readership survey to get additional feedback.

F. Promotions

The positive results of Journey and potential improvements could result in much greater acceptance of the publication, by a larger number of people. With the indicated improvements we also need a Fellowship-wide promotion of the publication that will place a copy of Journey in the hands of all people attending a typical MCC Sunday worship service. To do this we would propose a one time run of at least 10,000 copies. This special issue, slated for April 1985, would reflect the "new improved" Journey and be followed by an intensive effort to increase subscriptions and advertising. The resulting response could help determine recommendations for publications in the future, by the time of General Conference 1985.

- III. UFMCC needs a vehicle for the expression of varied theological viewpoints. Such a publication will have a well defined readership that is much smaller than the number we attempt to reach with Journey. The inclusion of such articles in Journey, while desirable to some, contributes to the lack of interest in the majority of church membership.

Such a vehicle could also be used to disseminate relevant information from all Fellowship Institutions.

IV. Follow-up:

1. Staff will now proceed to investigate and implement cost-saving measures as described.
2. A revised structure and budget will be developed by staff, for submission to the finance committee and Board of Elders prior to the March Elder's meeting.

WOTG
Young Comm. continue to work



ATTACHMENT #5

5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

E-195

While the Universal Fellowship of Metropolitan Community Churches strongly endorses the concept that control over our own bodies is a God-given right as well as a major issue in the foundation of our Fellowship; we equally recognize that our relationships with others must be based on mutual, informed consent.

In light of this position the Board of Elders issues the following Pastoral Directive to all of our member Churches:

All coercive sexual activity with persons who are helpless in the situation by virtue of age, abilities, dependency, or any other circumstance, cannot be approved or condoned.

Further, sexual activity between adults and children can never be condoned by the Universal Fellowship of Metropolitan Community Churches under any circumstances. Such activity is always inherently coercive even when it appears on the surface to be voluntary and a product of mutual consent. The disenfranchisement and the dependency of children in all cultures in the world underscores the reality that adults hold both overt and covert power over children to the degree that informed consent is not possible.



Metropolitan Community Church

E-196

WORLD CHURCH EXTENSION REPORT.

NOVEMBER 1984.

To. BOARD of ELDERS.

From. Executive Secretary for World Church Extension.

EUROPE.

There is great excitement here in Europe, that at long last we have been able to start a group in France, in the town of LYON. Lyon is a large industrial city in the South of France. The Worship Co-Ordinator of the group will be Dominique Mouthe. Dominique is an ex: Assemblies of God Pastor, with great potential, his main interest is in outreach to the gay and lesbian community, in his city. Lyon is mainly Catholic, with very few Protestant Churches, those that are there are mostly fundamentalists and Dominique fully realises what a task it will be to reach the gay and lesbian brothers and sisters within those Churches. During my stay there, I found a gay Hotel which is willing to allow a service to be held there. Dominique will attend the National Conference in England in November. I am going back in January to do some work in the women's community with him. The laws of France are such, that we should have no difficulty in eventually, either owning property or incorporating U.F.M.C.C. in France.

I also spent time in Sitges in Spain, which is known here in Europe as a 'gay resort'. It is a city about 35 miles from Barcelona. I have been asked by a group of people there to go back in the New Year, to spend time explaining more about our denomination. Since the Franco regime has ended, Spain is becoming much more open to people being able to meet together without fears of reprisals. Gays are really fighting for their rights there now, as they have never been permitted to do before.

After much prayer and talking England and Denmark have decided that they would like to apply to the Board of Elders to become a District, we feel that we are now ready to take the responsibility of becoming more active in the Fellowship. See attached letter.

NIGERIA.

Rev. Maduka reports that he is very busy going around the groups preaching, but is very hampered by the lack of a car. He also wonders if it is at all possible for us to make it possible for him to attend General Conference. Rev. Maduka's wife is thinking of going to do some form of Midwifery training as this will be of great help in their community.

NEW ZEALAND.

Rev. Leigh Neighbour reports that the group is going well in Auckland and that they are hoping to start groups in neighbouring cities shortly. I am to visit the Church in late November, at their invitation and they are paying the costs of the visit. Their hope is that I will be there at the beginning of a new group in Hamilton.

Leigh is busy preparing for the handover of all relevant materials to Rev. Jim Dykes in January. It would appear from the contact that I have had that most people are happy about Australia being one district.

HISPANIC DISTRICT.

There have been some problems during the last few months with the Church in New York, but,

2.

this seems to have come to an end , by, a group of the people leaving U.F.M.C.C. with the ex. Worship Co-ordinator and starting up by themselves.

~~Rev. Hottel's report is attached, also a report from Rev. Eastman on the situation of buying a building for the Mexico Church.~~ *Report*

THANIDAD.

It is possible that we may be able to start a small feasibility study group there in the New Year ; someone from Phoenix has moved back there and this is opening up possibilities for us.

God is moving!

Signed by ;

Jean A. White

Rev. Elder Jean A. White.

Ex.Sec. for World Church Extension.

2



Metropolitan Community Church

E-198

November 1984.

To: The Board of Elders. U.F.M.C.C.

From: The Church Extension Committee
U.K. and Western Europe.

Dear Sisters and Brothers,

We should like to apply for District Status as of this Elders Meeting. After much prayer and debate, we feel that we are now able to take our place as a District within the Fellowship.

At this present time we think that that District should consist of the U.K. and Denmark as this is where Churches have been established for some time. Maybe the name North Sea District or, Northern Europe District would be appropriate.

We envisage other Districts springing up at a later date here in Europe, but, feel at present these new works should remain under World Church Extension.

We fully believe that this move will enable us to be a more committed group of Churches within the Fellowship and will be of benefit to our growth here in Europe.

Submitted by;

Jean A. White
Rev. Jean A. White.

On behalf of the W.C.E. Committee.



Faith, Fellowship and Order Commission, Rev. Jennie Boyd Bull, Chair
PO Box 1145, Baltimore MD 21203 ph301 523-6363

October 15, 1983

To: Board of Elders November 1984 Meeting

From: The Rev. Jennie Boyd Bull, Chair *JMB*

Subject: Report of Faith, Fellowship and Order Commission

Attached is a letter recently mailed to all FFO representatives, district coordinators and world church extension officers explaining FFO's plans through General Conference 85. The workshop "Can We Talk? Vocabularies of Faith" by Nancy Wilson has already been presented successfully in several districts, and we hope the use of video will enhance its effectiveness. The attached brochure, "Study Questions for a Christian Theology of Sexuality," is being reprinted by Fellowship offices in a more polished format and is being widely circulated for response prior to General Conference.

We have scheduled a one-day working meeting on Wednesday, January 23, at Joy MCC in Orlando, the day preceding Clergy Conference. We will be discussing a Lent Study Series based on the World Council of Churches Baptism, Eucharist and Ministry statement, developed by Joseph Gilbert. We will be working on agenda, budget and resources for our major meeting June 27-30 prior to General Conference in Sacramento, CA. We will be reviewing any comments on the proposed study questions (the questions have been sent to several "outside scholars and supportive theologians" for comment). Because this meeting will not have full commission representation, we will not make any substantive decisions, but rather use it as a planning time. FFO is committed to only one full commission meeting each year, so that our districts will not be overburdened financially, and because we believe doing theology is a gradual process that must not be pushed faster than our local congregations can assimilate new material and respond.

- At the October 19-21 MidAtlantic District Conference, the executive committee is meeting, and Clarence Crossman will be giving a workshop on "Vocabularies of Sexuality," developed in conjunction with Ken Martin, that hopefully can be developed into a workshop for distribution throughout UFMCC. Plans from the AIDS working group and Anti-Racism working group are still unfocused.
- Joseph Gilbert's work as coordinator of the Baptism, Eucharist and Ministry reception process for UFMCC includes development of a Lent Study series for use by local congregations this coming Lent, with response to FFO that will become a report to the World Council of Churches by December 1985. The study of this ecumenical document has become widespread throughout the world (over 300,000 copies in 25 languages) in preparation for a 1988 World Faith and Order conference. Its use at the local level, for membership classes, deacon training, student clergy, Credentials Committee, and more is strongly encouraged. It was the basic text for teaching Rites and Sacraments at the Samaritan Orientation this past summer. It is especially useful in helping UFMCC claim our ecumenical diversity as a gift. (My teaching with Samaritan this summer also included forums on the work of FFO and broadened the basis for an ecumenical approach to sacrament.)
- October 11-13, Joseph Gilbert and I attended a National Council of Churches Faith and Order meeting in Silver Spring, Md, where Gunther Gassman, chair of the World Council of Churches Faith and Order Commission, spoke of upcoming plans, including studies of the Apostolic Faith, based on the Nicene Creed, and a study on "The Unity of the Church and Renewal of Human Community," which will include conferences on the church as prophetic sign, on the community of women and men (Sept. 85) and on the Impact of Social and Economic Systems and Ideologies on Justice and Peace Issues. The Contextual Theology subgroup of Faith and Order, NCC, on which I serve, will be working within this area of "Renewal of Human Community" for the next 3 years at least. I led a Bible study for the group on Psalm 137, using a liberation theology model developed by Letty Russell.



E-200

Faith, Fellowship and Order Commission, Rev. Jennie Boyd Bull, Chair
PO Box 1145, Baltimore MD 21203 Ph 302 523-6363

August 1, 1984

Dear FFO representative:

Enclosed are some materials to help you in your FFO work for the coming year:

- a copy of "Can We Talk? Vocabularies of Faith" a workshop by Nancy Wilson. This two-hour workshop should be offered extensively within your district, either at conferences, in local churches, or in areas within your district. Since each district or extension area is different, you know best how to schedule the workshop. You will note that a videotape of the workshop is available from Samaritan for use with this workshop, but it is not essential. The goal is for all districts to have held this workshop by General Conference 85, so plan now within your district for its scheduling.
- a brochure on "Study Questions for a Christian Theology of Sexuality." This may be duplicated as needed, reprinted in local church newsletters, etc. It includes the study questions proposed for adoption at General Conference 85 as well as a brief history of the FFO process, other FFO resources, etc. A copy of ALL the questions asked, by district (over 2,000) may be ordered from BJ Couvion for \$4.00 (includes postage).

Our hope is that you will offer a forum on these proposed questions within your district, preferably at a district conference, before General Conference 85. (An hour should be sufficient time.) The goal would be to present the questions, seek feedback and receive any suggested refinements or revisions of the questions. Please remind people that the main questions are what is important, not the subquestions under each main question. We hope that these forums will give us input for our Pre-conference meeting next summer and smooth the process of adoption at General Conference. You can tell people that our next step will be to provide resources to begin answering the first two questions. We also plan to publish these questions in the ~~October~~ issue of Journey.

Also, a reminder that previous FFO workshops are still available for presentation in your district, at whatever level. I personally have found that a combination of workshop 1 on "Spirituality and Sexuality" and workshop 3 on "study questions for a theology of sexuality" may be combined to make a stimulating 4-hour workshop for local congregations.

Copies of all written FFO materials may be ordered from BJ Couvion, 4238 Harrison, Kansas City, MO 64110, phone 816 531-0637. Videotape should be ordered through Samaritan College, and the Resource Bibliography from Samaritan Extended Studies (see the brochure).

PLEASE feel free to call or write if you have any questions. Be creative--theology is fun.

Grace and Truth,

Jennie Boyd Bull

Jennie Boyd Bull
Chair

cc: District Coordinators and W.C.E. Officers

The Reverend Troy D. Perry, Founder



At General Conference 1981, the Faith, Fellowship & Order Commission of UFMCC was given a mandate which included the charge "to develop and disseminate study questions to be considered as UFMCC develops a Christian theology of sexuality."

Three years later, in 1983, after offering several workshops at the district and local levels, and gathering proposed study questions from all districts and extension areas of our Fellowship, at its March 1984 meeting in Kansas City the commission came up with the following questions, to be presented at General Conference '85 for adoption and use as a Guide in the coming years.

These questions were developed using the grass roots study method so important to UFMCC. Lay and clergy representatives from each district and extension area offered workshops designed to gather proposed questions from all parts of UFMCC. The first draft was made in San Francisco in 1982, and the final draft a year later in Kansas City. Over 2000 questions were submitted by people throughout UFMCC. (A complete copy of all questions, by district, are available from FFO for \$4.00. Write to B.J. Couvion, c/o MCCOC, P.O. Box 10087, Kansas City, Mo. 64111)

Between now and July 1985, FFO is seeking comment on these proposed questions, which will be finalized at its pre-conference meeting. FFO representatives will be holding forums at district conferences and in local churches on these questions. Please comment to your district representatives, or to the chair directly.

FFO will be focusing on questions 1 (What is sexuality) and 2 (What is spirituality) for 1985-87 and will prepare workshops and resources for their study for General Conference 1985.

RESOURCES FOR DEVELOPING A CHRISTIAN THEOLOGY OF SEXUALITY, compiled by Dr. Jeff Pulling of Samaritan Extended Studies for FFO are available for \$4.00 from 11 Columbia St., Hartford Ct., 06106. It includes books on sexuality and spirituality, books on gay/lesbian sexuality and spirituality, FFO resources, sexuality/spirituality resource people within MCC and people beyond MCC.



HOW DOES THE CHURCH (CONGREGATION, UFMCC, CHURCH UNIVERSAL) IN WORSHIP, SACRAMENTS, RITES, AND MISSION RELATE TO SEXUALITY? How does a theology of sexuality enable us to reach people with the saving knowledge of Jesus Christ? How do we as a church respond to transsexuality, sado-masochism, multiple relationships, bisexuality, adult/child relationships in orientation and practice?

WHAT, IF ANY, RELATIONSHIP IS THERE BETWEEN SEXUALITY AND SPIRITUALITY? What is the process of spiritual/sexual maturation? Can excessive concern with one's sexuality stunt one's spiritual growth? How do we integrate our spirituality/sexuality and why is it important? Will my spirituality confine my sexuality or will it complement it?

The Faith Fellowship and Order Commission of UFMCC was first established in 1973 for the purpose of studying the doctrine, beliefs and ministry of UFMCC. Over the years, this commission and its membership worked hard to develop a process for theologizing that would come from the people of UFMCC - a "grass-roots" theology, not one imposed from Fellowship leadership.

The Commission developed working papers that were widely circulated and discussed - in local Churches, District Conferences, classrooms, homes, and even in prisons. We asked questions about who God is, who we are, and what is our unique calling. One of those early documents stated that... 'One of the unique emphases of MCC is dealing with human sexuality honestly and openly, as Jesus did. MCC recognizes that God fully intended for human beings to be human and sexual and that sexuality should be an integral part of the wholeness of a fully human person. But our sexuality is not and should not be the focal point of our lives. MCC emphasizes that everything in our life including our sexuality, must center on our relationship with God through faith in Jesus Christ. This God becomes relevant in Jesus who related to the Samaritans (foreigners), women (who were considered inferior), lepers (social outcasts), sinners (sup-

WHAT IS SEXUALITY? How does our concept of sexuality affect gender identification, sexual interaction patterns, sexual behavior?

WHAT IS SPIRITUALITY? What does it mean to be spiritual in the context of my own life?

HOW ARE GOD AND SEXUALITY CONNECTED? Why did God create homosexuals? Is my sexuality a gift from God? How is God-within-us involved when we are sexually active?

WHAT DOES THE BIBLE TELL US ABOUT SEXUALITY? Is the Bible a relevant authority for today? In what way? What does the Bible say about homosexuality (e.g., "natural", identity, behavior/orientation)?

HOW DOES SPIRITUALITY/SEXUALITY AFFECT MY ATTITUDE AND BEHAVIOR TOWARD GOD? SELF? NEIGHBORS? Should we have guidelines for sexual ethics? What does it mean to have freedom with responsibility? How do we determine appropriate sexual behavior (i.e., celibacy, fidelity, non-menogamy, masturbation, etc.) and can they change? What is adultery and fornication? How is sexual exploitation determined? By whom? Comment on sexuality and sensuality between adult and child. Are sexual patterns different for lay persons and clergy? If so, why? What about communal living and sexuality? Is homosexuality/lesbianism is our natural sexuality, then how do we view the many people who have married, had children, and continue in their marriages and have homosexual related? What also? How are sexual acts and intimacy related? What are role models and how can we develop them?

WHAT IS SEXUAL HEALING? How does Christ in resurrection liberate us from sexual oppression in our expressions, relationships, and civil liberties? How do I feel about spiritual/sexual misinformation? Why do I feel so bad and guilty? How does evil relate to sexuality/sensuality? How does one go about re-evaluating assumptions about Christian love and sexual love?

justly rejected by God), and other rejected elements of society."

"The continuing task that faces FFO is to develop a theology of human sexuality. It is a task that is deepened, as is the grassroots process of MCC theologizing. It is a task that puts us ever on the forefront of Contemporary Christian Theology; another evidence of our prophetic calling."

(Excerpt from the UMCC Brochure UNIVERSAL FELLOWSHIP TODAY)

FFO represents UMCC on the National Council of Churches Faith and Order Commission and is coordinating response to the ecumenical document, "Baptism, Eucharist, and Ministry". Rev. Joseph Gilbert, coordinator. Additional copies of this brochure and other materials are available through B.J. Couvion, c/o MCC P.O. Box 10087, Kansas City, Mo., 64111-0087

FFO Commission Steering Committee:

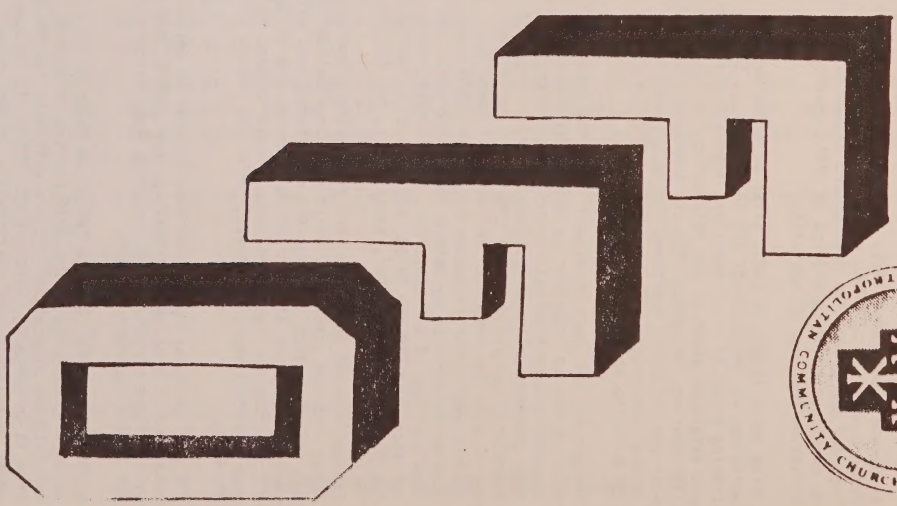
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c/o MCC Philadelphia
P.O. Box 8174
Philadelphia, Pa. 19101-8174



Study Questions For A
CHRISTIAN THEOLOGY OF SEXUALITY

COMMISSION ON SPECIAL MINISTRIES
UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES
P.O. Box 5782
Weybosset Hill Station
Providence, Rhode Island 02903

Phone: (401) 521-7597

October, 1984

Board of Elders
Universal Fellowship of Metropolitan Community Churches
5300 Santa Monica Boulevard, Suite #304
Los Angeles, California 90029

REPORT

As I continue to work towards the completion of my Masters in Rehabilitation Counseling at Rhode Island College, more and more revelations come my way. It comes from the exposure I am having to others who have special needs other than just the physically disabled. There are many who have special needs who, at times, we ignore because the needs are not so evident. It is my feeling that this Commission needs to address some of those needs. Basic to all persons who have needs of any kind are those consisting of the need for love, for understanding, for acceptance and to belong. As a Fellowship, we can provide that for each person, and most of all it is affordable.

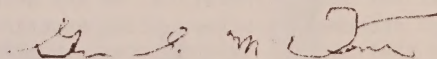
Unfortunately, for the time in order to get some things off the ground it is requiring some basic expenditures, and hopefully, we shall stay within our means. During May I had the privilege of attending two district conferences-- Northeast and Great Lakes. During both conferences it became possible to enlist the assistance of some persons to begin recording some of the materials of UFMCC on tape so that they may be distributed throughout the Fellowship to those with reading difficulties. As General Conference approaches such materials of the conference will be put out of tape which can be easily recorded, erased and rerecorded with new information. We have located persons who can make transcriptions of music lyrics, worship services, registration forms, information sheets, and anything else into Braille and soon into large print. In October it is my plan to attend Mid-Atlantic District conference in Philadelphia, and then in November, the Southwest District Conference in Tucson. Again, attempts will be made to enlist assistance from persons in a variety of ways to begin work in special areas to help meet the needs of those persons with visible and invisible special concerns. Again, it takes finances to make such trips, and although there are budget items for the same, even that will not last. Therefore, we are going to try and approach districts and even local churches to make special contributions to the budget of this Commission so that special expenditures beyond such travel can be taken care of in this manner. Such items as purchase of tapes, the recording process, rental of special equipment for the deaf and hard of hearing for conferences, installation of ramps, interpreters, and other expenses will have to come from special donations from churches and districts. It is my hope and trust that

that during the coming year some of this can be forth coming.

As a result of information that has been received by district coordinators and pastors of congregations, persons have been in contact with me regarding what they feel they can do to help with the work of this Commission. I praise God for the willingness of people to put their abilities to work on behalf of others. At this time no one has made contact with me who could possibly transcribe either in large print, Braille or by tape recording some of the present materials of the Fellowship, i.e. By-Laws, "Journey", "UFMCC Today", etc. in other languages other than English. When it comes to obtaining recorded materials for those in England and other countries where English is spoken, it is my hope that we can find someone from that particular country to do the recording. Every attempt is being made to make sure that at least at this time the printed and spoken word are being presented in a manner understandable to all who would seek information and a desire to be a part of all that is going on around them. As we consider conferences, i.e. meeting places for those conferences, every effort is going to be made that those with mobility problems will be assisted so that all places are accessible to them. A major area of concern at this time is for those who are aging, and for those who are victims or carriers of AIDS. Above all, this Commission cannot work in isolation. It must work in close association with some of the other committees and commissions of the Fellowship such as SLACCC, Commission on Race Relations, Faith, Fellowship and Order Commission, etc. It seems to me that there is no way that any one commission or committee can exist purely for itself or what it can do for a select group within the Fellowship. We need to be sharing our work and providing opportunities for each group to share with one another.

Patrick Sterling in Deaf ministries continues to provide services and through representatives in each of the districts carry on workshops for the persons of the district on the deaf and hard of hearing. As each of the other areas get off the ground new areas will be worked through, and the message of good news and hope of Jesus Christ shall find its way into the lives of many, many more. I believe that we shall open a great work in this Fellowship, and possibly make it possible for anyone whosoever will may know that we stand ready, concerned and making it possible for each person to find their way to independence and life through the message of Christ as they behold it. Each step is a step in faith, but a step that is solidly grounded and filled with hope and trust. Above all, it comes as an act of love which generates possibilities. We ask for continuing prayer that the work of this Commission may go on and be strong and realize that all things are possible as we love God and the message of Christ as lived through each of us.

Yours in Christ,



the Rev. George S. McDermott, Chair



ATTACHMENT #9

5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

E-204

TO: Board of Elders

FROM: Elders Freda Smith and Nancy Wilson

RE.: By-Laws Proposal

ARTICLES VI - APPROVAL OF LOCAL CHURCH BODIES

B. MISSION:

LINE 33: Delete, "along with the Board of Elders."

LINE 37: Add, "and the Board of Elders will be officially notified of this action."

LINES 31-37 will read: "The District Coordinator will confer with the District Board of Home Missions or the proper Fellowship Board and will decide on the petition of the group. If the recognition is granted the mission will then appoint as interim pastor a clergy person of the Universal Fellowship of Metropolitan Community Churches. Their selection must be approved by the District Coordinator and the District Board of Home Missions or proper Fellowship Board and the Board of Elders will be officially notified of this action."

RATIONALE: It is the function of the district Board of Home Missions to "direct the establishment, life and growth of study groups and missions (Article V: C-3). The Board of Elders will approve the chartering of churches. Elder's approval of Missions status is time consuming (needs to wait until next scheduled Elder's meeting) and unnecessary.

E-205

ARTICLE V - GOVERNMENT, ORGANIZATION AND OFFICERS

D. LOCAL CHURCH BODIES:

2. BOARD OF DIRECTORS:

LINE 44: Add, "however it is not necessary for the Treasurer to sign every check."

LINES 41-44, will read: "Every local church financial account is required to have a minimum of two (2) signatures which shall be the Treasurer and 1.) another Board member, or 2.) the pastor. However it is not necessary for the Treasurer to sign every check."

RATIONALE: The safeguard lies in the Treasurer being a signatory on the account. Insisting that the Treasurer sign every check puts an unnecessary hardship on the local church body.

TO: The Board of Elders

FROM: Jackie Walker, Chair Commission on the Laity

DATE: October 12, 1984

RE.: Report of the Commission on the Laity

The Commission on the Laity (C.O.L.) has met twice since General Conference. We met in Kansas City in March and again in Ft. Lauderdale in August. Both these meetings were in conjunction with Government Structures and Systems (G.S.S.). We have taken on six projects.

1. Lay Delegates Workshop

A workshop for Lay Delegates has been developed by the C.O.L.. We have given the workshop to one another and are prepared to present it at Spring District Conference. We would also like to present it at General Conference preferably on Monday of conference week.

2. C.O.L. Newsletter

We are planning a newsletter to be published quarterly. The money for publication and distribution is to come out of our budget. We hope to publish the first edition December of 1984.

3. Clearing House

WE have plans to act as clearing house for materials on the Laity. Larry Rodriguez, Assistant Chair of C.O.L., will collect and organize materials from districts and other commissions, committees and individuals. We plan to ask for these materials through the newsletter and possibly through JOURNEY.

4. Whole Church Body Book

We would like to have the Whole Church Body Book available to people in the Fellowship. Jean Gralley has consented to update the By-Laws section and possibly other parts of the book. We feel that there is a real need for this book within the Laity of the Fellowship.

5. District Commission on the Laity

At General Conference in 1983, we passed a resolution naming one Lay Delegate per congregation a member of the District C.O.L.. At that time, we inadvertently created a District C.O.L.. Several districts have followed through and created such a body to help with the work on the Fellowship C.O.L.. It is a goal of the C.O.L. to form a District C.O.L. in each district.

6. Interpreting Equipment

The C.O.L. would like to raise money to purchase interpreting equipment for the Fellowship. The equipment would be for use at General Conference and all Fellowship meetings. It could also be borrowed by districts for use at District Conference. It is our desire to provide this equipment so that our members who speak a language other than English may more fully participate in conferences. We feel that we may only be able to purchase equipment for one language at this time. It is our desire to eventually purchase the equipment for several languages

Our plan is to:

- a. Price the equipment
- b. Send out flyers asking congregations for contributions
- c. Take out an add in JOURNEY to seek contributions

We need to know from the Board of Elders how you feel about the C.O.L. having a fund raiser? Is this the best way to approach raising money for the equipment? Do you have any suggestions? Are there any things we need to consider?

The C.O.L. would like to request space and scheduling of the following events at General Conference:

1. The workshop for Lay Delegates to be scheduled early in the conference events at General Conference.
2. The scheduling of an open C.O.L. meeting.
3. The scheduling of a forum for those seeking office of Chair and Assistant Chair of C.O.L..
4. A planning time for present members of C.O.L.. (This needs to be early in the conference.)

In addition to the above, the C.O.L. would like to schedule a meeting with the Board of Elders during conference. It has been the practice in the past for the Elders to meet with the C.O.L. during General Conference. This practice was affirmed by Rev. Troy Perry at our Dallas meeting in June of 1982

The commission would like to see at least one service at General Conference, a Lay Service. In the past we passed a resolution stating that one service would be a lay service. We did have a Lay Service in 1981 with Jean Gralley preaching.

I have spoken to Ravi Verma and he believes that the Fellowship offices can handle distribution of the C.O.L. Newsletter and the Whole Church Body Book. The cost of the distribution would come from the budget of the C.O.L.. I would appreciate it if you would look into this matter to determine its feasibility.

(Report of the Commission on the Laity)

The Commission on the Laity passed two resolutions:

1. Be it resolved that the Commission on the Laity recommends to the Board of Elders that all future General Conference materials be multilingual.
2. The Commission on the Laity recommends to the Board of Elders that Chairs of all Commissions, Committees, Task Forces and Institutions have a voice but no vote on the floor of General Conference.

Be it further resolved that Student Clergy be seated with the Clergy House and Study Group observers with the Lay House⁴, with one microphone for each house. Chairs of all Commissions, Committees, Task Force, and Institutions should be seated with the appropriate house.

JW/K

10/18/84



ATTACHMENT # 11

5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

E-209

October 29, 1984

ECUMENICAL RELATIONS REPORT/BOARD OF ELDERS MEETING--NOVEMBER, 1984

Nancy Wilson & Sandi Robinson

We are on the brink of some exciting times for the Fellowship in the area of Ecumenical Relations. We are in the process of developing goals and strategies in each of the following areas. We will be meeting in New Jersey during the N.C.C. Governing Board meeting for extensive planning.

1. NATIONAL COUNCIL OF CHURCHES PARTICIPATION:

Status: We continue to attend the twice yearly meeting of the Governing Board of the N.C.C. These meetings are enormously valuable just in developing M.C.C.'s credibility and sense of seriousness about participation. It also exposes us to a variety of Church people, educational programs and invaluable resources. We see our continuing participation as being essential for the ongoing work we are doing.

Our current status with the N.C.C. is that our application is on file--we will have to be the ones to reactivate it. We have not indicated to them when that might be, and I think we need to take a long look at that. Our present inclination is to say not during this next triennium. Instead, let us focus on the process for continuing dialogue. That will be decided at the upcoming meeting. If the dialogue breaks down, or if there is no seriousness on their part, then we can always re-active the application again at any time.

Ravi had a very successful meeting with Dr. Claire Randall (out-going General Secretary), Oscar McCloud (head of the Membership Committee), and many other N.C.C. personnel while in New York--in fact, he kind of got the red carpet treatment! They gave him suggestions about whom to talk to in India, as well. The N.C.C. itself is going through major re-organization, so we need to understand their processes as well.

Our current participation in the N.C.C. includes:

- Governing Board meetings (two times per year--observers)
- Faith & Order meetings (once per year)
- Family Life & Human Sexuality (once per year meeting)
- Commission on Women in Ministry (once per year meeting)
- The continuing dialogue process (not yet determined)
- The "Minority" Caucus (at Governing Board meetings--for Third World People)

We need to evaluate our participation in each of these, work on recruitment for participation, and expand to include possibly one more unit, the Committee on Regional and Local Ecumenism (CORLE).

The Reverend Troy D. Perry, Founder

ECUMENICAL RELATIONS REPORT

Page 2

October 29, 1984

2. WORLD COUNCIL OF CHURCHES:

Status: We were denied delegate/observer status in the World Council of Churches for this last General Assembly. We have six years to work on the next one. The reason we were denied had to do with the status of the N.C.C. application. We are going to enlist the aid of the N.C.C. in encouraging the W.C.C. to at least make us delegate observers. The new General Secretary of the N.C.C., Arie Brouwer, is a friend and helpful to us, and is just returning from a years work at the W.C.C. in Geneva. We do not yet have any idea of the location of the next General Assembly--although we would guess Asia or South America.

Goals: We need to make contact officially with the W.C.C. this year, and begin to work also in informal ways to explore participation. The W.C.C. does have a New York office. Sometime in 1985, we would like to make a trip to New York just to spend time with N.C.C. and W.C.C. folks. We could also use the time to explore a "religious affiliate" status with the United Nations. (Most U.S. denominations do that--and have access to their incredible resources).

3. C.O.C.U. - CHURCHES OF CHRIST UNITING:

We have just sent off a letter asking for affiliation with this group.

4. LESBIAN & GAY INTERFAITH ALLIANCE:

Status: This is an organization we helped to found two years ago. It is growing steadily, and seems to be taking hold. We have had an important role in its continuing journey. Michael Mank attended some of their meeting

Goals: We need to continue to fund our participation, our yearly dues, work with all the gay and lesbian religious groups, following their progress and providing support as we can.

5. DIGNITY/UFMCC JOINT DAY OF CELEBRATION - 1987:

We need to form a joint planning committee next year to begin work on this project.

6. EVANGELICAL WOMEN'S CAUCUS:

Status: In the past, we have funded participation of MCC women. Most notably, Freda Smith and Ann Montague. However, we do not even have a current address for the organization, nor do we receive any materials. Freda, we need your assistance in this.

Goals: We should surely continue our affiliation with this important group.

ECUMENICAL RELATIONS REPORT

Page 3

October 29, 1984

7. Work with denominations:

Status: Through the N.C.C. experience, primarily, we are beginning to establish better links with most major U.S. and Canadian denominations. However, we need more staff time to maintain those connections, to follow through on relationships, and to meet the requests for special projects or services. We also need to be tracking how each of those denominations is dealing with gay and lesbian issues.

8. The Religious Right:

We also need to be tracking the religious right--and I'm not sure if this belongs under our purview, or in another area. And we need to pay special attention to their references to us and gays and lesbians.

9. RELATIONSHIPS WITH EVANGELICAL AND PENTECOSTAL ORGANIZATIONS:

Status: We have talked with Dusty Pruitt about the World Pentecostal Association (which meets in Geneva during our next General Conference). We need to begin to reach out in that direction.

It may also be time for us to try again to relate to the National Association of Evangelicals.

10. LOCAL AND REGIONAL ECUMENISM IN U.F.M.C.C.:

Status: Our sense is that more and more of our Churches are reaching out successfully in ecumenical relations in their cities or areas. However, this is very impressionistic. Locally, we participate as delegate/observers to the Southern California Ecumenical Council.

Goals: We are sending out a survey (which we haven't done since 1976!) to determine the current status all across the Fellowship. From there, we may want to set some new goals, or work in specific areas.

11. Working with other National or Regional Councils:

Status: Nancy had a conversation with a woman from the British Council of Churches at the last Governing Board meeting. They knew who we were! New Zealand is getting ready, once they are registered, to apply. Lots is going on in Canada. We need to discover if there is a Mexican Council of Churches; make contact with the newly emerging and dynamic, Latin American Council of Churches; and the Australian, Nigerian and Danish counterparts. Also, I would like to be in touch with the South African Council of Churches--their leader, Bishop Desmond Tutu, just won a Nobel Peace Prize.

12. PROGRAM OF RELATING TO BLACK AND HISPANIC CHURCHES (USA)
and Third World or "minority" Churches in other nations.

Sandi Robinson is really beginning to work on that in the U.S.A. Renee McCoy recently represented us at a special N.C.C. Cowim meeting for Third World Women, and made some breakthroughs.

ECUMENICAL RELATIONS REPORT

Page 4

October 29, 1984

13. Program of Connectedness with Feminist Ecumenical groups, internationally.

Status: We have done that for years, mostly on an informal basis in the U.S. and Canada. Ravi will be trying to meet with a feminist ecumenical ministry in India that I have been in touch with. We also have some connections beginning in Japan.

14. RELATIONSHIPS WITH STUDENT ECUMENICAL GROUPS:

Status: Aside from local campus groups, the Fellowship has no other participation.

Goals: We just received an invitation from the National Ecumenical Student Christian Council, and we have written to them and are waiting to hear from them about participation. It would be good to have some of our younger folks involved in this!

15. RELIGIOUS PRESS:

We need to track our coverage, and we need to see that we get the kind of coverage we should have, through press releases, etc.

16. GENERAL CONFERENCE 1985

This will be a major Ecumenical Event as we will have two Bishops present--United Methodist and Episcopal. This will be major religious news. We need to prepare for that.

17. PAMPHLET ON ECUMENISM:

We get asked questions everywhere we go about the N.C.C. application--why we are doing this, etc., etc. We would like to write a pamphlet outlining our basic goals and vision in Ecumenical Relations that the "person in the pew" could understand and relate to and embrace with excitement--kind of a policy statement. We would like to have that prepared by the March meeting.

As you can see, we are really on the brink of a lot of growth and development. We believe that our investments in this area, as a Fellowship, are among the most important we make. They are also, at least initially, some of the less tangible form of ministry and witness. But in the long run, our investments really pay off in building what we would call "redemptive relationships" with the Christian leadership of the world.

In Christ,

Reverend Elder Nancy Wilson

Sandi Robinson



ATTACHMENT # 12

5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

E-213

October 31, 1984

BOARD OF ELDERS MEETING, NOVEMBER 1-5, 1984, LOS ANGELES, CALIFORNIA

MEDIA MINISTRY REPORT

Reverend Elder Troy D. Perry

I am delighted to report that our TV program, "God, Gays & The Gospel: This Is Our Story" is completed and is now in post-production in Vancouver, British Columbia, Canada.

Since the last meeting of the Board of Elders, and after input from both this Board and the other two members of the Media Committee, the final editing of the program is complete.

Because we have not had the funds to have the Media Committee meet on a day-to-day basis with the producer of the program, I have taken the responsibility of contacting all the committee and taken the suggestions from the committee and worked to make the changes that I felt were appropriate.

I hired, with help from Mary Ann McEwen, a camera crew and shot two more scenes of myself speaking on homosexuality & Scripture and addressing the AIDS crisis within the gay community. This incurred extra expenses, but I am sure it is well worth it. Ms. McEwen has located additional footage of the National Council of Churches meeting in San Francisco when our application was discussed, and we are including that in the TV program.

Almost three and a half years ago when I asked the Board of Elders and the General Conference to support this project, I envisioned a one-hour TV special that would accomplish five things:

1. Reach the unconverted with the message that Jesus died for their sins.
2. Bring them and other unchurched people into a local M.C.C.
3. Hopefully, destroy the myths that are being propagated by fundamentalist religious groups about U.F.M.C.C. and present the truths that we preach in our Churches.
4. Give our local congregations a tool that they can use to evangelize the communities that they serve.
5. Use the program as a P.R. tool with other denominations and non-religious groups.

I am convinced that the program does all those things. And, Praise the Lord, unless there is some unforeseen problem that arises during post-production, we will have the completed tape December 1st! Hallelujah!!

The Reverend Troy D. Perry, Founder

BOARD OF ELDERS MEETING
MEDIA MINISTRY REPORT
NOVEMBER 1-5, 1984

E-214

As far as costs are concerned, the production cost has gone over the \$100,000 budgeted by General Conference in 1981 in Houston, Texas. There are two reasons for this:

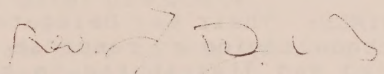
1. We failed to initially raise the necessary funds to pay the contract off within the time-frame which the contract called for.
2. With the death of Greg Cutts, the co-producer of the program and my lover, progress on completing the program came almost to a stop for a year because I did not have the energy or emotional strength to see that the TV special was completed. Every time I watched the raw footage my grieving process would start all over again. Thank God for healing power.

I am happy to report to you that not one cent of money for the TV program has come from the General Fund of the Fellowship. The over \$100,000 that has been raised has come from congregations within our denomination who believed the TV program was a priority for them, individual members of M.C.C. who felt the same way, and many friends, most of which do not attend an M.C.C., but believed that the project had merit in somehow changing attitudes in the way gays and lesbians are treated in our society.

As of this date, the media fund has a balance of \$4158.17. We need about \$3000.00 (more or less) to have the program "close-captioned" for the hearing impaired. We owe Forward Focus Productions about \$10,000 which must be paid when we receive the finished product on December 1st. We have the loan which I borrowed and loaned to the Media Fund of \$10,000 which will be due in June, 1985.

As soon as we receive the finished tape, I will make the appointment with the Director of Programming for the Public Broadcasting Network for them to view the special. If they are not interested, I will then start with our original plan that I announced in Houston to show the program in the 15 American markets which would give us a possible 100 million viewers in the United States and Canada.

In Christ,


Reverend Elder Troy D. Perry

TDP/fkz





ATTACHMENT #13

BOARD OF PENSIONS

E-215

REPORT TO BOARD OF ELDERS

November 1984

1. THIRD QUARTER: The number of payments made on time has improved except in the number that become 90 days in arrears.
2. CHARTER CHURCHES PAST DUE: San Diego, Santa Barbara, *Boise, *Des Moines, *Boston Cincinnatti, Tulsa, *Columbia.
3. MISSIONS PAST DUE: AL- Montgomery, CA- *Bakersfield, FL- *Pensacola, TX- *Midland.
4. STUDYGROUPS PAST DUE: AZ- Kingman; CA- De Colores, GA- Savannah; IL- *Blmngtn, Evanston; MI- Lansing; NY- Albany, *Harlem; *NC- Asheville; OR- *Rose City Fellowship; PA- Harrisburg *SC- Greenville, TX- Galveston, *San Angelo; WA- *Tri-Cities.
5. SLACCC COMPUTER: This computer will be used for some of the BOP record keeping and accounting work. The BOP will have its own discs and back-up discs kept separate from SLACCC discs.
6. HIGHER INTEREST: The BOP is currently studying a recommendation to transfer several thousand dollars to a higher interest Money Market Account at Glendale Federal Savings and Loan. This type of account is now earning around 12% interest and the rate fluctuates. The present account would be left open as the in and out account. Its interest rate has been around 7.5% since it was opened, it also fluctuates.
7. CORRECTION: In the June 15th Report to the BOE I failed to list Des Moines as a Past Due Chartered Church. The total Past Due was still 36 but 7 Chartered, 22 Study.
8. DES MOINES: Their Lay Delegate has sent a brief, pleasant letter acknowledging my response and its thoroughness. It has been copied and distributed to their Board of Directors for further action. No payment or further response to date.
9. ROCKVILLE: They have sent a check to cover the bounced check plus our \$2 bank service charge, \$18.20 and a check for the second quarter. There was apparently a postal delivery problem that led to the NSF.

* Groups owing 1st & 2nd Quarter, both Quarters are now 90 days in arrears.

UFMCC BOARD OF PENSIONS
FINANCIAL REPORT - REVISED
FIRST, SECOND & THIRD QUARTERS 1984

BUDGET ITEMS	BUDGET AMOUNT	YR TO DATE SEPT. 30
1. Pension Services Corp.	\$3500.00	\$2625.00
2. Staff	3900.00	2925.00
3. Trustee Insurance	164.00	164.00
4. Telephone	1200.00	0.00
5. Office Space	2080.00	125.00
6. Mailings	600.00	85.63
7. Office Supplies	300.00	58.53
8. Printing	300.00	0.00
9. Travel/Meetings	1300.00	1050.00
TOTALS	\$13,344.00	\$7803.16

PAYABLES

*UFMCC \$385.47

PETTY CASH

\$150.00 in cash and receipts.

*Expenses paid by UFMCC in the 1st Quarter:

NCR Transmittal Forms	\$257.47
P. Sheldon's Air Fare	\$128.00

The Fellowship Offices also billed us, \$229.82, for Elder Michael Mank's travel expenses to the Feb. BOP Meeting. This was an error as the UFMCC will cover his costs.

This report is unaudited and subject to change upon reported error. It is based on the Revised Budget.

E-217

PENSION ASSESSMENT STATISTICS

10/11/84

CATEGORY	FIRST	SECOND	THIRD	FOURTH
Number of Congregations	164	171		
Paid By the Tenth	82	113		
Paid After the Tenth	66	27		
Total Paid On Report Date	148	140		
Past Due On Report Date	16	27		
Chartered	4	8		
Mission	3	4		
Study	8	15		
Became 90 Days in Arrears	28	27		
Chartered	7	8		
Mission	5	4		
Study	16	15		
End of Q Membership ORD*	8,654	8,297		
Quarter's Income ORD	\$7,994.80	\$7,496.20		
Deposits Within Quarter	\$7,420.84	\$8,070.16		
Expenses Within Quarter	\$2,082.88	\$2,973.66	\$2,264.00	
Income/Deposits YTD		\$15,491.00		
Interest Earned YTD		\$253.10		
TOTAL		\$15,744.10		
Expenses YTD		<u>-\$7,320.54</u>		
Bank Account Balance ORD		\$8,423.56		

ORD = On Report Date or as of Report Date 10/11/84. These may change as more churches pay their assessment. Figures like Deposits and Expenses Within Quarter will remain fixed once the Quarter ends. The ORD figures show cumulative totals for each Quarter regardless of when payment was made.

ATTACHMENT #14

AVERAGE MONTHLY SERVICE CONTACTS

CATEGORY OF PERSONS SERVED	INCOMING PHONE	INCOMING LETTER	INCOMING REFFERAL	IN PERSON APPOINT.	SO'WEST DIST.
Clergy	57	26	5	20	28
Former Clergy	3	.5	1	1	1
Student Clergy	16	12	1	7	5
Significant Others	8	2	2	5	3
Pastor/Church	3	0	1	2	2
Others	3	5	0	1	2
TOTALS	90	45.5	10	36	41

The above figures often represent one person being seen or calling, etc. more than once. At times I have spent 6 to 8 hours in one day with a person when that was the need and it follows that the above barely suggests the number of hours spent in each activity. Outgoing phone calls are complicated to calculate and represent since it often takes 3 to 5 calls to make one contact. The total number of persons contacted this year (counting each one once regardless of hours or number of contacts) are: Clergy 127, Former Clergy 13, Student Clergy 52, S'Others 35. The category "Others" means people not served by SLACCC by program description. "S'Others" (Significant Others) has included spouses, children, parents, lovers, Board Members, grandparents of the above.

The Southwest District column is a compilation of SWD people from the other four columns without the breakdown by type of contact. It is used to give some idea of the amount of service given in this District.

The "Pastor/Church" category covers a variety of interactions from a Pastor and Board asking me to attend a forum to help explain a credentialing procedure to facilitation of communications in the face of some conflict. From being a resource person to an active facilitator.

In addition to the above categories I also give an average of 3.5 seminars or workshops and have 2.5 outreach contacts each month. The former include teaching the Pastoral Counseling segment at Samaritan's Summer Orientation and workshops at various churches. The latter includes contacts with persons who work in a similar Chaplain capacity in other denominations as well as with community ministries and similar involvements (WHEN, West Hollywood Ecumenical Network and SCEC, Southern California Ecumenical Council).

Out of area trips made this year were: 1) Kansas City, Arkansas, Springfield, MO., Tulsa. 2) Quad Cities, IA. 3) Northwest District Conference, Modesto, CA. 4) Detroit, Toronto, Philadelphia. 5) Eugene, OR.

Southwest District Churches visited were: Riverside, Garden Grove, San Gabriel, Glendale, West Hollywood, De Colores, Santa Ana and North Hollywood to preach and/or give workshops. Los Angeles, Costa Mesa, Pomona Valley, and San Diego as a visitor.

E-219

NEW DIRECTIONS AND HAPPENINGS

COMPUTER - Due to an unexpected gift from MCC Long Beach SLACCC has been able to purchase a KAYPRO 2X. This is a business computer with word processing capabilities. KAYPROs are usually sold as packages with the monitor, keyboard, and double disk drives as standard. In addition, this package included double density double disk drives, a letter quality printer and software which includes WordStar with Mail-Merge, Accounting Partner, DataStar, ReportStar, CalcStar, ProfitPlan and MicroPlan. It is CP/M and uses MBasic as its primary language. The cost, including tax, was \$2050. It is anticipated that this will decrease the amount of time spent at administrative tasks once I learn how to use all of this software. I do not keep counseling records now and will not be doing so on the computer.

NEW LOCATION - At long last what was originally seen as temporary housing and office space is being left for more comfortable and pleasant quarters in Anaheim, CA. This move will occur the end of October and settled by the end of November. I will be at the South Central District Retreat and traveling in that District the first two weeks of November. The new mailing address is P.O. Box 9170, Anaheim, CA 92802. The old P.O. Box will remain open during the transition so no mail is missed. Do not use the new address until after Oct. 25, 1984.

CONFLICT MANAGEMENT & COMMUNICATION FACILITATION - As we all know there is often a need in churches to have an outside, skilled, unbiased person on hand to help improve communications and/or resolve conflict. I have been in conversation with several people who have these skills about ways to make this more known and readily available. The Rev. Jamie McAlister and the Rev. Jim Glycer are two such people who are now ready and able to do this. They will be networking with others who are also skilled and free to make such trips. At this time SLACCC will serve as the umbrella Fellowship agency for this directed approach to this need. At a later date it may be established in its own right separate from SLACCC.

INSIGHTS - This well received newsletter will be back in October. It will be joined by a new one, PENSION POSTINGS. This one will be published occasionally as there is pension news and information to share. It is a way to better highlight that information and to mail it to more sources than INSIGHTS will be. INSIGHTS was intended to be for and to the Clergy and this new arrangement will make that more feasible. Future anticipated newsletters include SPICE SIGHTS (for and to significant others) and a newsletter for and to churches and their Boards. As usual, time, talent (willing, able volunteers) and funding hold the key to when these last two will get off the ground. They will probably be every other month publications.

A.I.D.S. - I am working with WHEN (West Hollywood Ecumenical Network) to begin a support group with a spiritual/religious orientation for pwa's (people with a.i.d.s.). There are other types of support groups but they seem unable or unwilling to deal with religious issues which are of major concern to these people. The hope is that in this process we can develop a format and guidelines for other groups to use.

SLACCC 11/84

FINANCIAL STATEMENTS

ANNUAL REPORT

INCOME:	INCOME	Quarter	GENERAL	Quarter	BENEV.	Quarter
October	390.80		322.07		68.73*	
November	627.33		565.23		62.00	
December	110.00		99.00		11.00	
1st Q TOTALS		1128.33		986.30		141.73
January	86.18		78.68		7.50	
February	880.00		792.00		88.00	
March	1225.00		1102.50		122.50	
2nd Q TOTALS		2191.18		1973.18		218.00
April	1136.00		1022.40		113.60	
May	640.00		576.00		64.00	
June	906.86		819.87		86.99	
3rd Q TOTALS		2645.86		2418.27		264.59
July	3234.73		2911.27		323.47	
August	2824.33		2541.90		282.43	
September	961.60		865.44		96.16	
4th Q TOTALS		7020.66		6318.61		702.06
YEAR'S TOTALS		\$12,878.51		\$11,562.14		\$1316.38

\$420.30 of the income was in checks made out to the UFMCC for SLACCC. These were deposited in their account and SLACCC was issued a UFMCC check for each.

EXPENSES:	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Acct. Total
Clergy Benev.	\$75.00	\$105.77	\$63.87	\$1033.32	\$1277.96
Telephone	57.86	270.71	245.80	435.88	1010.25
Postage	46.00	125.66	24.70	73.00	269.36
Housing	-	410.00	1160.00	1230.00	2800.00
Auto	-	-	266.00	569.00	835.00
Stipend	-	-	-	200.00	200.00
Health Ins.	-	28.80	29.40	30.60	88.80
Printing	104.58	-	-	-	104.58
Off. Supply	-	7.37	87.00	96.57	190.94
Off. Equip.	36.00	92.00	100.00	2150.00	2378.00
Per Diem	-	160.00	200.00	40.00	400.00
Transpor.	-	-	68.00	-	68.00
Lodging	-	-	141.00	40.00	181.00
Conf. Regis.	-	-	47.00	5.00	52.00
Resource Material	-	58.76	12.00	132.57	203.33
Relocation	257.64	314.00	386.00	397.00	1354.64
Advertising	-	-	20.00	-	20.00
Other#	89.36	-	-	-	89.36
TOTALS	\$666.44	\$1573.07	\$2850.77	\$6432.94	\$11,523.22

BALANCE 9/26/84 \$1462.81

* Benevolence exceeds 10% when a designated donation is made.

A gift that was misdirected to SLACCC and a \$25.86 gift to UFMCC.

PRIMARY SOURCES OF INCOME

Monthly Pledges

MCC in the Valley	\$75.00
MCC Seattle	20.00
Joy MCC Orlando	25.00
MCC Santa Ana 1%	
Clergy person Z	50.00
Lay Person A	250.00

One Time Gifts

MCC in the Valley	\$600
Mid-Atlantic Dist	263
E. Canadian Dist	40 (Canadian)
W. Canadian Dist	200 (\$300 -1985 Can.)
Northeast Dist	450
South Central Dist	1200
MCC NOVA	300
MCC Long Beach	1250
Lay Person A	1500

Quarterly Pledge

Northwest District \$125

Others

MCC NOVA frequently donates \$25 to \$40 a month.
 Southeast District contributed \$600 prior to 1983.
 Several lay people have made occasional one time donations.
 One former clergy donated \$10 a week, a tithe, during a particular job.
 One clergy person, between church memberships, donated \$25 to \$50 a month.

E-222

PROJECTED BUDGET*

October 1984

INCOME	MONTHLY	ANNUALLY
Eight U.S. & Two Canadian Districts	\$500.00	\$6000.00
SouthWest District	187.50	2250.00
Local Churches	757.50	9090.00
Individuals	465.00	5580.00
Grant (private)	250.00	3000.00
TOTALS	\$1845.00	\$22,140.00

EXPENSES	MONTHLY	ANNUALLY
Clergy Benevolence 10%	215.00	2580.00
Housing-Sr. Chaplain	440.00	5280.00
Health Ins.-Sr. Chap.	70.00	840.00
Stipend-Sr. Chap.	200.00	2400.00
Auto-Sr. Chap.	75.00	900.00
Conf. Travel/Exp.	125.00	1500.00
Relocation-Sr. Chap.	100.00	1200.00
Office Rent	180.00	2160.00
Basic Telephone	45.00	540.00
Long Distance	300.00	3600.00
Office Equipment	215.00	2580.00
Postage	80.00	960.00
Printing	50.00	600.00
Office Supplies	45.00	540.00
Resource Materials	20.00	240.00
TOTALS	\$2160.00	\$25,920.00

*Most of these figures are estimated to give all concerned an idea of what they could be. Actual income and pledges are much lower. See "Income and Expense Statement" for actual. As income exceeds this projection the PROJECTED BUDGET will be expanded to include such increases and new items as the following:

Part Time Clerical	520.00	6240.00
Housing-Sr. Chap.	195.00	2340.00
Stipend	200.00	2400.00
Conf. Travel/Exp.	125.00	3000.00
Long Distance	300.00	3600.00
Postage	40.00	480.00
Printing	50.00	600.00
Resource Materials	20.00	240.00

10% of all donations, including specified, to assist clergy.



ATTACHMENT H15
HARLEM METROPOLITAN
COMMUNITY CHURCH
E-223

October 25, 1984

Board of Elders - UFMCC
5300 Santa Monica Blvd.
Los Angeles, CA, 90029

REPORT FROM THIRD WORLD MINISTRIES

Dear Elders,

This report will not be nearly as detailed as it should be. The reason for this is partially due to a delay in my receiving necessary notes from the conference. However, the larger reason is my own personal exhaustion, physically, mentally, and emotionally. Please, trust that you will have a complete report by the next BOE meeting.

Firstly, I want to tell you about the National Council of Churches Racial Ethnic Women in Ministries Consultation, September 12-14, 1984. There were about 80 women of color in attendance from various denominations, working in various areas of ministry. The theme of the conference revolved around wholeness. I had been invited to facilitate a workshop on sexuality. The workshop went well and was co-facilitated by a woman from Seattle. We both shared our experiences and listened to the other women's stories. Then we did some trust building basic interpersonal exercises. Although my initial attitude was that I was there to encourage the other women and sensitize them to Lesbian and Gay issues, the workshop and the conference became, for me, more than just another job. It was the most incredible experience I have had since surrendering to God's call for my life. I did the necessary coming out kinds of things, beginning at the airport, keeping the realities of our sexuality and our relationship with God always in the forefront. I attended every worship service (one conducted by each racial group - Black, Asian, Native American, and Hispanic), and workshop and even participated in those little group roll play things that I hate. That is not what made it such a wonderful experience for me, although I am sure all of that contributed. The beauty of that consultation for me came from the affirmation I received from women whose basic realities were the same as my own. We talked about the differences of our lives and celebrated the similarities. We talked about the importance of working together and through one another. I got in touch with my own anger at non-gay women of color and my feelings of abandonment. They got in touch with their prejudices and conditional ministries. Together we cried through one another's stories. And alone I cried for the years of loneliness I have experienced in UFMCC, tears held in and expressed as inhuman strength and anger and rage. I came away from that consultation refreshed and healed and proud to be a part of this Fellowship, committed to continue a ministry no one, not even myself, really understands in the only denomination courageous enough to allow it to be created. I was proud to represent the Fellowship and feel that my presence was such that the Fellowship would have been proud of me.

P O BOX 574 - NEW YORK, NEW YORK - 10030

On the business end of the consultation I feel that a lot of things were begun. I made incredible contacts from around the country. NCC has not sent out the mailing list yet, but it will be coming. My plan is to contact all the women who were there as ask that they offer their services as pastoral resources to Lesbians and Gays in their areas. Not all will agree, but I am certain that we will eventually have a list of available women of color who can be called upon by Lesbians and Gays of color for the spiritual assistance that is sometimes lacking or not available at all. I have agreed to speak and do workshops wherever needed. I have already begun some things with a couple of women that may never be more than dialogue, but have the potential of growing into something. There is a need for ways of addressing issues of sexuality - not just gay sexuality- in Third World communities. I have presented this need to a consulting company here in New York which has shown real interest in putting together some type of program if I can design the basics. It is my feeling that an effective program of sexuality awareness needs to have more than UFMCC as the sponsor because people see us as limited to Gay and Lesbian sexuality. Third World communities have not dealt with sexuality at all and this must happen before they can begin to address different levels and expressions of sexuality. There are several women from other denominations who are interested in working with me in designing this so it has the potential of being an ecumenical activity. As things happen I will keep you informed. I also discovered that there are many Lesbians yet to be born in other denominations who just need a little help - beautiful, beautiful women. Trust that I will do everything I can to help facilitate this process. I don't mind at all!

Secondly, the Conference was quite successful. We had registrations of 91 persons, almost evenly women and men. There were six other people who came only for the Saturday afternoon workshop on white racism. The worship services were excellent. The Rev. Emilie Townes from Chicago was the keynote speaker and was recieved with enthusiasm and joy. As I stated previously in this report, there are a lot of loose ends that will be cleared after I recieve the notes from the meeting. During the business portion of the conference we added a tighter structure to the Department of Third World Ministries. We created an excutive committee consisting of the Director and four other persons. The excutive committee will oversee the activities of the various committees of TH Ministries. Aclearly defined process will be presented with my next report. There was an interim excutive committee set up which will deal with issues referred to that committee by the Conference and with new ideas and suggestions. We created a Committee on Ecumenical Relations to deal directly with non-UFMCC denominations and will work with our already established Ecumenical Relations committee. We agreed to work with the existing Media and Communications committee, using the Third World Ministries newsletter to actively communicate with one another. The Conference decided to encourage each District to set up Third World Ministries committees or task forces which will plan regional conferences in between Third World conferences. It will be the task of the excutive committee to present to the Board of Elders a more effective process for insuring Third World representation on all of our committees and commissions. We set up a committee to study the question of Jews being included as Third World people (which was quite an issue). We have a committee to develop ways of connecting with non-UFMCC Third World Churches. And we set the agenda for the next conference which will be held in Los Angeles in 1986. I am sure there are several things I do not remember which will come later.

I cannot conclude this report without mentioning my own personal feelings about the conference. I feel that it was an overwhelming success in that, finally, people began to take ownership of Third World Ministries and seriously offer themselves to the building of the department. I had planned for a conference

of about fifty persons. I had been dreading it for months, because I was afraid that it would still be the same few who have consistently supported Third World Ministries. I was tired and feeling real insecure about my own abilities. Many times I decided to resign at this conference and each time I heard God say "Just hang on a little longer". God did not disappoint me and neither did UFMCC. I realized after the conference how hard it is to succeed or to have a dream come true. And I am certain there were others there who felt the same. In many ways Third World Ministries grew up at this conference. It took on shape and structure and ceased to be my child. That was hard to take for a minute because I was real afraid of letting go of some controls I have had, until I realized how much of my self has been depleted by not risking. I experienced such liberation by the willingness to share responsibility that came from the Conference, and I didn't even know my own need for liberation. I just knew that I was growing increasingly bitter and angry with people of color in UFMCC who have withheld their active support all these years. I don't know what any of this means right now. I do know that UFMCC is going to have to make some serious and substantive commitments. The challenge is not going away. It's just getting bigger and stronger. I guess that's how the Kingdom will come: through the people of God daring to empower ALL of the people of God.

I hope this is enough until the next Board of Elders meeting when you all receive "the real deal". Take care and, please, keep me in your prayers.

Love and peace,

Renee

Rev. Renee McCoy
UFMCC Director of THM.

P.S. Folks: Please excuse the typing errors. I was in a real hurry to get this to you.

Samaritan

ATTACHMENT #16

October 2, 1984

E-226

Dear Board of Elders,

Samaritan Educational Ministries (SEM) is going very well! By the grace of God and a dedicated Management Team, staff, faculty, and students our educational ministries are flourishing.

This report is presented in two parts. The first section is for your information and is taken from the reports submitted to the Districts in September 1984. The second section are decisions we need you to make.

Please feel free to contact us about any part of these reports.

God bless each of you!

Yours in Christ,

Rev. Sherre L. Boothman

Rev. Sherre L. Boothman
Dean, Samaritan College

Enclosed; Part I: 1. Samaritan Management Team Report
2. Samaritan College Report
3. Samaritan Extended Studies Report
4. EXCEL Report

Part II: 1. Request for room for General Conference
2. Resumes for Management Team Nominees:
a. Wally Rice for Chair
b. Rev. Judy Dahl for Extended Studies Representative
c. Barbara Sagat for Student Representative
d. Rev. Bjorn Marcussen for Faculty Representative

PART I: INFORMATION ON THE
ACTIVITIES OF SEM

BOARD OF ELDERS' REPORT
OCTOBER 1984

(213) 387-8086
3327 Beverly Blvd Los Angeles, CA 90004

SAMARITAN EDUCATIONAL MINISTRIES: GENERAL OVERVIEW September 27, 1984

The Samaritan Management Team has been exceptionally busy in the last four months. The work culminated in several decisions at the September meeting. The following is a summary of these activities:

1. A Samaritan Development Committee has been established to propose and conduct short and long term programs to insure the financial security of Samaritan. The Team is accepting resumes from people with professional fundraising experience to Chair the committee. (The chair will choose committee members.) Anyone interested in this position should submit their resume to Samaritan by December 1, 1984. A per centage commission of funds raised is negotiable with the Team.
2. An annual self-study process was adopted for all three divisions. This will result in an annual evaluation on educational quality through out Samaritan. The first report will cover September 1984-August 1985 and will be submitted to the team no later than January 1986.
3. A standard process for annual evaluation of the three division heads was also adopted. These evaluations will be based on the respective job descriptions and a self evaluation.
4. Mr. Larry Rodriguez, Samaritan College's representative to the Management Team, is undertaking by request of the Team a study on the internal operations of SEM to analysis how well our current structure services our needs. A preliminary report is expected in December.

Needless to say, SEM is an exciting place to be right now! We want to thank all of you who participated in Samaritan Sunday 1984. It has helped us in two very important ways:

1. Information on all aspects of SEM given directly to congregations
2. Gifts received

The following is a breakdown of the gifts:

Gross Income: \$2828.87	Cost to SEM: \$1796.70	Net Income: \$1032.17
From Churches= \$1515.87		
From Individuals= \$1313.00		

The net income has been evenly divided between Samaritan College and Samaritan Extended Studies. Beginning in May 1985, the net income for Samaritan Sunday will be divided between all three divisions including EXCEL.

We thankyou very much for your support of UFMCC's educational ministries! God bless you!

Samaritan Management Team

(213) 387-8086
3327 Beverly Blvd Los Angeles, CA 90004

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Samaritan Management Team

(213) 387-8086
3327 Beverly Blvd Los Angeles, CA 90004

SAMARITAN COLLEGE'S REPORT TO THE DISTRICTS: September 27, 1984

Just over a year and a half ago, Samaritan College began to take on some exciting new directions. These have brought new life to many areas of program and new educational opportunities for everyone in UFMCC. We wish to thank each of you who have donated church facilities, funds, and time to help us make educational opportunities available.

The following reports are attached:

1. Preliminary report on Orientation 1984
2. First semester 1984-85
3. Job Description for Joe Totten

In late July, Joe Totten was hired as the administrative clerk to help with the administrative duties of the College offices. While I was out of town in August, Joe took charge of the move. He did a wonderful job in moving the College so we would be ready for the start of the first semester by September. Joe has already been a tremendous blessing to Samaritan! (Please note our new address and phone number above.)

SEMINAR PROGRAM TRANSFERRED TO THE COLLEGE

In March of 1984, the division heads of SEM met in Los Angeles to discuss some overall concerns and plans for SEM. The Dean of Samaritan Extended Studies, Rev. Jeffry Pulling, and myself agreed to transfer the seminar program from Extended Studies to the College. The seminar program provides a system for qualified persons to offer approved courses in their area for Samaritan College credit. While the seminar program has operated for years as a function of Extended Studies, we felt the needs of the students would be better served if these courses were following the catalog degree program of the College. This also serves the needs of Samaritan as we move towards state approval of our educational programs.

For those who would be interested, a packet explaining the program and the revised degree plan of Samaritan College will be available from the College by October 1. Everything you need to activate the seminar program will be included in the packet.

NEW CATALOG FOR SEM

The new catalog for SEM is being developed and will be out to all churches in December (or early January depending on the mail at Christmas time). This catalog is designed for insertion into a loose-leaf binder. Each year only the pages needing revision will be reprinted. The catalog will describe in detail

all the programs of SEM. The College section contains numerous changes in the degree program prompted by the Orientation to MCC Pastoring and the extension of the seminar program. These changes make the degree from Samaritan College much more accessible and students are no longer expected, necessarily, to relocate to Los Angeles (depending on local resources).

UPDATE ON THE UNIVERSITY WITHOUT WALLS
COOPERATIVE PROGRAM

This cooperative program with the Union for Experimenting Colleges and Universities has generated an enormous amount of interest. Over 50 admissions packets have been distributed through out the USA. However, follow-through by interested persons in actually registering is minimal. In cooperation with the staff at the Union, we are pursuing contact with people who have received the admissions packets. Our suspicion is that some are threatened by the paperwork involved. If you know of people who are in this position or have other problems or questions we need to address, please encourage them to contact us.

In closing, I want you to know that I have truly enjoyed my first year as Dean of Samaritan College. My job challenges me to be a part of a truly dynamic team to make the dream of Samaritan an ever more present reality in the life of UFMCC. I am deeply moved by so many people who are willing to help in so many different ways! The meaning of Christian community is coming to life for me in new and beautiful ways. Truly, I know my ministry has blessed me through my own healing and growth in ways that seem much more than I can ever give back to you in service as the Dean.

God bless you!

Yours in Christ,

Rev. Sherre L. Boothman
Dean, Samaritan College

PRELIMINARY REPORT ON THE ORIENTATION TO MCC PASTORING 1984

The Orientation Program went exceptionally well in all three locations. Never before have I been a part of an educational program which did not have at least one major blooper in its first year. However no such blooper occurred.

The final student enrollment by location was as follows:

MCC Los Angeles:	six week program:	9
	two week program:	2
	four week program:	3
L.A. subtotal:		14
MCC Detroit:		5
MCC Dallas:		14
	Total:	33 students

We had three cancellations in Detroit and two in Dallas. However, we were able to admit one late registrant in Dallas. For the first year of the program this was a magnificent turnout!

In each of the three locations, the faculty did an outstanding job. The students' investment in learning was extremely high even when exhausted.

Several changes in scheduling are indicated by initial review of student evaluations. The six week participants need at least one extra day off per every two week segment. Participants in all three cities (Los Angeles, Detroit and Dallas) indicated that the Dinner Seminars were just too much to take in on class days. All the students said that they would much prefer a residential facility for the program. The six week participants insisted it was a necessity, even if tuition had to be increased. Students also wanted more information on Third World Ministries; ways to deal with racism; and more on AIDS as well as incorporating the AIDS material into the counselling segment of the program. The also asked for more opportunity for social interaction with one another.

As you may have noticed, the students have asked to cut down on the time while increasing the information content! I mentioned this to them and their reaction was that they trusted Samaritan to figure out a way to accomplish this! Prayers please!

Truly an educational program may be judged a success when students leave wanting more. Several churches and individuals donated both scholarships and lunch funds and provided support services. Thanks to the generosity of many, to a great faculty and to wonderful students, the program was indeed a blessing from God!

The full report on the program will be available to anyone who is interested by 1 December 1984 from Samaritan College.

SLB:slp

FIRST SEMESTER 1984-1985

The new facility has been well received by the students and the faculty. Some students were not aware of our new location (our note at 5300 Santa Monica disappeared). Attached is our revised schedule. Gay and Lesbian Christian History was cancelled at the request of Rev. Steve Pieters, its instructor, prior to the first class meeting.

Initial enrollment is as follows:

Introduction to Ethics (Wilson)	15 students
The Psalms (Pieters)	5
Patriarchy (Wexler)	4
Introduction to Theology (Dahl)	17
Ethics in Conflict (Marcussen)	1
Comparative Liturgy (Totten)	<u>(not yet in session)</u>

Total: 42 students

There is one change in faculty. Mark Shirey resigned from the faculty. I accepted his resignation and Joe Totten is now teaching the Comparative Liturgy class.

While final class rolls will not be developed until October 1, in general the number of degree candidates and credit students is up and the percentage of students auditing is lower. What is fascinating is that we do have students from two of the independent churches in the area (Van Nuys and Pasadena). These students are by far the majority of those auditing. The possible dialog this will lead to in classes is exciting.

A detailed report on this semester will be available in November.

SAMARITAN COLLEGE FALL SCHEDULE 1984

REGISTRATION: Register first day of class starting Sept. 10th.

MONDAY: Introduction to Ethics
Faculty: Rev. Elder Nancy Wilson
Time: 6:30pm - 9:30pm
Course Credits: 3
Location: SAMARITAN COLLEGE
3327 BEVERLY BLVD.
LOS ANGELES, CA 90004

TUESDAY: The Psalms
Faculty: Rev. Steve Pieters
Time: 7pm - 9pm
Course Credits: 2
Location: Samaritan College

WEDNESDAY: Patriarchy
Faculty: Marcie Wexler
Time: 7pm - 9pm
Course Credits: 2
Location: Samaritan College

THURSDAY: Introduction to Theology
Faculty: Rev. Judy Dahl
Time: 6:30pm - 9:30pm
Course Credits: 3
Location: Samaritan College

Ethics in Conflict
Faculty: Rev. Bjorn Marcussen
Time: 7pm - 9pm
Course Credits: 2
Location: MCC Long Beach
1231 Locust Street
Long Beach, CA 90813

-2-

SATURDAY: Comparative Liturgies: Moving Towards Ecumenical Liturgy

Faculty: Joe Totten

Time: Alternate Saturdays starting Sept. 22nd
10am - Noon and 1pm - 3pm

Course Credits: 2

Location: Samaritan College

COSTS: Tuition = \$50 per course credit

Registration Fee = \$15 for one or two courses

\$20 for three or more courses

SEMESTER SCHEDULE: September 10, 1984: Classes Start
November 19-23, 1984: Thanksgiving Holidays
December 19, 1984: Last Day of Classes

JOB TITLE: Administrative Clerk to serve as Assistant to the Dean

JOB DESCRIPTION: Will work, at the direction of the College Dean, to facilitate the following:

- 1) Communications (e.g. correspondence, setting appointments, phone calls, etc.).
- 2) Finance (e.g. maintain internal books, banking, etc.)
- 3) Physical Plant (maintenance of facility)
- 4) Help supervise Work Study students
- 5) Office Management (e.g. designing and maintaining systems, filing, etc.)

RENUMERATION:

- 1) Salary of \$465 per month based on a 25 hour work week. (Goal is for the position to be full time as soon as finances permit).
- 2) Health insurance.
- 3) Free tuition
- 4) Travel which may include Southwest District Conferences, General Conferences and other instances as directed by the College Dean.

PO Box 820 West Hartford, CT 06107

SAMARITAN EXTENDED STUDIES: REPORT TO THE DISTRICTS
September 27, 1984

The summer has been an exceptionally busy time. I represented Samaritan at the annual meeting of the Society for the Advancement of Continuing Education for Ministry in Bethlehem, PA. It was an excellent opportunity to extend our professional contacts and to witness about MCC and homosexuality. I also taught the last three days of the Los Angeles segment of the Orientation to MCC Pastoring on self-care and growth. This excellent experience opened my eyes to the tremendous stress weighing upon our student clergy.

Several new programs are available! A new Adult Education packet entitled Why Do People Suffer? was written by Steve Carson and is based on Harold Kushner's book When Bad Things Happen to Good People. It could be the most popular Adult Education offering to date. We are also working on two new correspondence courses: Understanding the Bible and Conflict Management. Conflict Management is being developed by Rev. Jamie McAllister. The new stewardship program, Good News, is being piloted in Rochester in September and in Hartford in October. A copy of the Good News brochure is enclosed. This program will be available to all churches in early 1985.

I hope all of you have been receiving SOTER. Recent issues have focused on the Pastor's contract (July), the Pastor's job description (August), education for personal growth (September), and planning for the future (October). At the request of the Fellowship staff, I also developed the worship resources for the celebration of Fellowship Sunday 7 October 1984.

As a member of the CCCC, I participated in the eight day working session in Philadelphia this June-July. As Clergy Conference Coordinator, I am planning the 1985 Clergy Conference which is scheduled for 24-27 January 1985 in Orlando, FL.

This summer has been all too short! I trust the Good News is with you as we continue our ministries!

God Bless You,

Rev. Jeffry Pulling
Dean, Samaritan Extended
Studies

SAMARITAN EXTENDED STUDIES

Samaritan Extended Studies is an educational ministry of and for the Universal Fellowship of Metropolitan Community Churches. It is the function of Samaritan Extended Studies to provide educational resources for the ministries of the UFMCC. To fulfill this function Samaritan Extended Studies offers correspondence courses, adult education materials, and ministry resources. Samaritan Extended Studies also serves in a consulting and advisory role for the continuing education of UFMCC clergy and lay leaders.

Samaritan Extended Studies is one of the three divisions of SAMARITAN EDUCATIONAL MINISTRIES, the other divisions being Samaritan College (Los Angeles) and the EXCEL Lay Program. The mission of the whole SAMARITAN EDUCATIONAL MINISTRIES is to educationally serve the UFMCC (laypeople, clergy, and student clergy) and other interested persons. Samaritan Extended Studies focuses on the correspondence courses, adult education, continuing education, and resource aspects of this educational mission.

Samaritan Extended Studies has been based in Hartford, Connecticut since September 1982. This southern New England location allows Samaritan to take advantage of the educational and theological resources of northeast U.S.A. An East Coast location is also a symbolic statement that Samaritan truly desires to serve the whole Fellowship and is not just a California institution.

The Dean of Samaritan Extended Studies is Dr. Jeffrey Pulling, a member of the UFMCC clergy since 1974 and a Samaritan staff member since 1975. His academic degrees include a Bachelor of Arts (B.A.) in Religion, a Master of Divinity (M.Div.), and a Doctor of Philosophy (Ph.D.) in Education. Dr. Pulling is presently the only staff member of Samaritan Extended Studies.

A brief description of the educational resources offered by Samaritan Extended Studies follows on the next two pages.

CORRESPONDENCE COURSES

Samaritan correspondence courses are available to everyone and are an attempt to reach out to the whole Universal Fellowship and provide quality instruction by mail for laypeople, student clergy, and clergy. Anyone may enroll in a Samaritan correspondence course by filling out an enrollment form and paying the tuition charge, which is based upon the number of credits. The charge for textbooks is extra.

The seven correspondence courses presently being offered are: What Is the Bible? (1 credit), Understanding the Bible (3 credits), The Life and Teaching of Jesus (1 credit), Homosexuality and the Scriptures (1½ credits), UFMCC Polity (1 credit), Clarifying and Renewing the Ministry (1 credit), and Loving Yourself and Loving Others (½ credit).

For more information about Samaritan correspondence courses, costs, and an enrollment form, contact Samaritan Extended Studies.

ADULT EDUCATION RESOURCES

There are presently five courses available for use in local congregations. Doing Your Own Theology is a six-hour seminar based on Douglas Wingeler's book Working Out Your Own Beliefs. The aim is to learn the basic tools of doing theology. The course manual is for the leader/facilitator.

Loving Yourself, Loving Others is a six-session course based on John Powell's book, The Secret of Staying in Love. The aim is to explore self love and the love of others. The study guide is for both the participants and the leader. This is a less expensive, non-credit, adult education form of the Samaritan correspondence course, Loving Yourself, Loving Others.

Sharing You and Your Faith is a series of six workshops on interpersonal evangelism. The purpose is to learn to share oneself and one's faith. The workshop packet is designed for both the participants and the leader.

Stewards of the Mysteries of God is a two-hour workshop on stewardship. It explores what it means to tithe time, abilities, and financial income. The workshop guide is for the leader/facilitator.

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ADULT EDUCATION RESOURCES (cont'd)

Why Do People Suffer? is a five-session course based on Harold Kushner's book, When Bad Things Happen to Good People. The aim is to explore the questions of suffering and tragedy and to deepen one's faith journey. The course manual is for the leader.

For more information about any of the above adult education courses, costs, and an order form, contact Samaritan Extended Studies.

OTHER MINISTRY RESOURCES

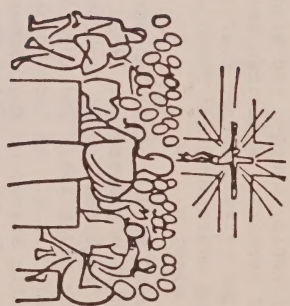
In addition to the above educational resources in theology, evangelism, and stewardship, Samaritan Extended Studies also makes worship resources available from time to time. These worship resources are published in Samaritan and UFMCC publications.

GOOD NEWS, a stewardship program for local MCC's, will be available in 1985 after a 1984 pilot program. GOOD NEWS is a four week program for local congregations to use to develop a greater sense of stewardship and commitment among members. A videotape and brochures are available to present and explain the program. Contact Samaritan Extended Studies for more information.

The monthly resource bulletin of Samaritan Extended Studies is called Salt of the Earth Resources or SOTER, and it focuses on a different area of ministry each issue. SOTER is mailed out from the UFMCC offices in Los Angeles along with Keeping in Touch (UFMCC news and events). To receive both free of charge, write: UFMCC Mailing List, 5300 Santa Monica Blvd., Suite 304, Los Angeles, CA 90029-9990; and ask to be placed on the mailing list to receive SOTER and Keeping in Touch.

SAMARITAN EXTENDED STUDIES

Box 820
West Hartford, CT 06107
(203) 521-6411



"They devoted themselves to the teaching of the apostles, to the fellowship, to the breaking of bread, and to prayer." (Acts 2:42)

GOOD NEWS

One thing that we always need more of in our churches is dedicated members who give of their time, abilities, and money to support the ministry of MCC. From time to time almost every congregation goes through financial difficulties, low morale, apathy, and other problems. There are no easy answers or short cuts in building strong churches of committed members, but every local church could be doing more to develop a greater sense of stewardship among its people.

Rather than waiting until a financial squeeze hits or until no volunteers step forward for an important ministry program, it is imperative for a church in good times and bad times to teach good stewardship or management of God's gifts and resources. Such stewardship education will build up the church and be a stimulus for personal spiritual growth of the individual members.

Such a stewardship resource is available in GOOD NEWS: A Stewardship Program for MCC Congregations. GOOD NEWS is available through Samaritan Extended Studies, which provides educational resources for MCC ministry. This new program has been developed to meet a pressing need for stewardship resources in our Fellowship.

The GOOD NEWS stewardship program is based on the Good News or Gospel of Christ Jesus. The Metropolitan Community Churches were called into being to proclaim Jesus' Good News of God's universal, unconditional love. Specifically our calling is to proclaim the all-encompassing love of God in the gay/lesbian community. This ministry of ours is hindered when we have to worry about raising money and volunteers.

The key is developing a new understanding of stewardship. The kind of stewardship that will build up MCC congregations is one based on the Good News of God's love, and not on scolding, threatening, guilt-tripping, or subtle bribery through vague promises of God's blessings. The Good News or the Gospel is that God so loved the world that God gave, that God so loved the world that God came to us. Because God loves and because God gives, we too can love and give in response.

According to the Christian understanding of life, all that we are and have are gifts from God. Ultimately all is from God, and ultimately all belongs to God. We are entrusted by God with only one life in which to be responsible. As responsible stewards or managers of God's gifts, we are expected to use and invest wisely and faithfully. The purpose of a stewardship program then is to encourage church members to give in response to what God has given them.

The GOOD NEWS stewardship program is as much concerned about raising people as it is about raising money. The kind of commitment that will build MCC congregations for the long haul is the commitment of people who believe in our ministry and who will support it with their time, abilities, and money.

GOOD NEWS is designed as a four-week program for local congregations to use to develop a greater sense of stewardship and commitment. The sequence of the four weeks is seeing the Good News for ourselves, sharing the Good News together, showing the Good News to others, and supporting the Good News with who we are and what we have. Church members and friends are taught and shown the Good News for their own lives, for their church, and for the world, and they are then motivated to give of themselves to the Good News ministry of MCC. The four weeks in the program are called:

GOOD NEWS TO ME
GOOD NEWS TO OUR CHURCH
GOOD NEWS TO OUR WORLD
OUR RESPONSE TO THE GOOD NEWS

The total program includes worship resources for four Sunday services, follow-up Bible readings for each week for individuals, stewardship workshops, and information and sample forms for an actual stewardship campaign and budget.

One of the features of the GOOD NEWS stewardship program is training pastors and lay leaders in its content and use so they in turn can present it to their congregations and actually implement it. Workshops are held for this purpose of reaching a few key leaders in each congregation, most importantly the worship leader (pastor or worship coordinator) who will be able to coordinate the GOOD NEWS program with the church's worship services and sermons and a lay leader who will function as stewardship facilitator.

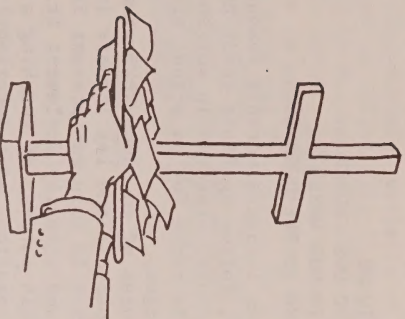
The GOOD NEWS Manual is designed as a guide and resource for the local church. Both the stewardship facilitator and the worship leader should have a copy. The manual contains detailed instructions and checklists, worship resources for the four Sunday services, and sample forms. Stewardship workshop outlines and other resources are also available.

A videotape entitled GOOD NEWS is also available to be borrowed by churches in order to present and explain the program.

The committee that has put GOOD NEWS together includes Roger Miller, a stewardship/mission staff person for the American Baptist Churches in Rhode Island and Connecticut; J.T. Atkinson, Pastor of MCC Hartford; and Jeffrey Pulling, Dean of Samaritan Extended Studies.

To participate in GOOD NEWS, a local congregation should contact Samaritan Extended Studies. The address and telephone number are on the front of this brochure. It will be necessary for participating churches to set aside four consecutive Sundays on their church calendar to do the full program.

GOOD NEWS will help your congregation!



...AND OF THINE OWN...

GOOD NEWS

A STEWARDSHIP PROGRAM FOR MCC CONGREGATIONS

*I am come that they might have life,
and that they might have it more abundantly.*

John 10:10

SAMARITAN EXTENDED STUDIES

Box 820

West Hartford, CT 06107

(203) 521-6411

(415) 383-6041
2 Valley Circle Mill Valley, CA 94941

EXCEL'S REPORT TO THE DISTRICTS: September 27, 1984

EXCEL is continuing its amazing growth. We have received request for EXCEL weekends for 18 new areas. We expect to be able to conduct weekends in all of these areas within two years. This summer EXCEL went to Europe for the first time! The weekend in England went extremely well and plans for a new team there are well under way. EXCEL also went to Colorado for the first time and a new team is being formed there as well.

New teams have formed in Toronto, Canada and the state of Washington. These teams are currently going through their training. Plans are being finalized for EXCEL weekends in Maryland and Illinois and the exact time and locations will be announced soon.

I resigned as Executive Director of EXCEL at the September meeting of the Samaritan Management Team. I have been richly blessed by this ministry and wish to thank all of you who made it such a wonderful experience for me. I will remain on the Samaritan Management Team as the EXCEL representative.

I take great pleasure in announcing to you that Ms Jane Sandmire from the Portland, OR team has been appointed as the new Executive Director of EXCEL. Those of you who know her know the great promise her leadership brings to EXCEL. Those of you who have not yet had the pleasure, are in for a real blessing!

Also, at the Management Team meeting EXCEL weekends were approved for 2 credit hours from Samaritan College. The logistics are to be worked out between the College and EXCEL. Each participant may register and pay tuition for the hours from the College. The cost of tuition will not be included in the cost of the registration for the weekend.

The close relationship which exists within SEM between the divisions is becoming ever more apparent. As one of Samaritan Educational Ministries' divisions, EXCEL is ever more becoming an integral part of SEM. Each division relies on the other two to help meet all the educational needs of UFMCC. EXCEL, with the other two divisions, provides the needed balance in meeting the needs for educational ministries.

God Bless you!

Yours in Christ,

Mr. Kieth Apple
Executive Director, EXCEL

PART II: ACTION ITEMS

BOARD OF ELDERS' REPORT

OCTOBER 1984

ACTION ITEMS

- ✓ 1. SEM would like to take advantage of General Conference 1985 to distribute materials from all three divisions of SEM. We ask that we be given a room easily accessible to the floor of General Conference to operate a bookstore for SEM. Materials already planned for the bookstore operation if approved will include:
 - a. All current publications of Samaritan Press
 - b. Correspondence Courses
 - c. Adult Education Packets
 - d. Ministry Resources
- ✓ 2. Enclosed are resumes of the following individuals nominated for the Management Team to serve in the following positions:
 - a. Mr. Wally Rice, Chair
 - b. Rev. Judy Dahl, Extended Studies Representative
 - electd - c. Ms Barbara Sagat, Student Representative
 - electd - d. Rev. Bjorn Marcussen, Faculty Representative

ELDERS MEETING
March 1-5, 1985
Hollywood, California
TENATIVE MINUTES
page 1

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A ADMINISTRATION

A4 General Offices

A4.4 Director of Administration

- 85A4.4-1 MOVED we accept report from the Director of Administration. (Attachment #1)
(M-Harvey/2-White; Unanimous)

A6 BOARD OF ELDERS

A6.1 Advisory Letter & Directives

The Board of Elders spent considerable time discussing church growth and the revision of our 10 year plan. Plans will be presented to General Conference for a Department of Global Outreach, which will be staffed by Vice-Moderator Rev. Elder Freda Smith.

(M-Eastman/2-Wilson; Unanimous)

- 85A6.1-1 MOVED that Elder Harvey send response to Reverend Willie White in reply to his question regarding votes of co-worship coordinators and associate/assistant pastors voting at District Conference. (Attachment #2)
(M-Harvey/2 Smith; Unanimous)

- 85A6.1-2 Moved that Elder Harvey send response to Reverend Jamie McAlister in reply to her letter regarding Board of Home Missions/District Coordinators.
(Attachment #3) (M-Harvey/2-Eastman; Unanimous)

- 85A6.1-3 MOVED that Elder Smith send letter to Metropolitan Community Church - Cincinnati, Ohio regarding their request to revert to Mission Status.
(M-Smith/2-Wilson; Unanimous)

- 85A6.1-4 In Response to letter from Agape MCC Ft. Worth, Texas:
"The General Conference did not make any additional ruling as to Student Clergy functioning as Lay Delegates. In fact, the conference seated at least two Student Clergy duly elected by their congregations. The By-Laws of the Fellowship state that Student Clergy and Deacons should not serve on the Board of Directors except under unusual circumstances (to be determined by that congregation). The Commission on the Laity and the Board of Elders have gone on record supporting the concept that lay people should represent lay people wherever possible, but the General Conference did not abrogate the right of a local MCC congregation to elect who it chooses from its membership to represent it as a Lay Delegate."

A6.3 Mission Status Request

- 85A6.3-1 MOVED that Metropolitan Community Church of Gainesville, Florida be approved for Mission Status in the U.F.M.C.C.
(M-Eastman/2-Smith; Unanimous)

- 85A6.3-2 MOVED that Metropolitan Community Church-Buffalo, New York be approved for Mission Status in the U.F.M.C.C.
(M-Harvey/2-White; Unanimous)

ELDERS MEETING
March 1-5, 1985
Hollywood, California
TENATIVE MINUTES
page 2

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A6.4 Charter Requests

85A6.4-1 MOVED that King of Peace Metropolitan Community Church-St. Petersburg, Florida be approved for Charter Status in the U.F.M.C.C. and that we approve their SOP's as they are not in conflict with U.F.M.C.C. By-Laws.

(M-Wilson/2-Eastman; Unanimous)

85A6.4-2 MOVED that Metropolitan Community Church of the Palm Beaches - West Palm Beach, Florida be approved for Charter Status in the U.F.M.C.C. and that we approve their By-Laws contingent upon them being brought into conformity with the U.F.M.C.C. By-Laws.

(M-Eastman/2-White; Unanimous)

A6.508 Security and Contingency

85A6.508-1 MOVED to go ahead with Fellowship Office plans, and to work on Elders security and Fellowship plans at our July meeting.

(M-Wilson/2-Harvey; Unanimous)

A7 Board of Elders Meetings

85A7.84-1 MOVED we accept minutes from November 1-5, 1984 Elders Meeting.

(M-Harvey/2-White; Unanimous)

A11 Church Services/Publications Department

A11.8 Journey

85A11.8-1 MOVED to authorize Ravi Verma to work with the editor and Reverend Perry on a special General Conference issue of Journey.

(M-Harvey/2-Smith; Unanimous)

B Budget and Finance

85B-1 MOVED that we endorse the concept of indexing salaries for Elders and staff and we will pass on the concept to the Fellowship Finance Committee.

(M-Mank/2-Perry; Unanimous)

85B-2 MOVED that we adopt the attached revise pay scale for the 1985 budget year.
(Attachment #4)

(M-Mank/2-Eastman; Yea: Eastman,
Harvey, Mank, Smith.

Abstain (for reasons of conflict
of interest) White, Wilson, Perry

85B-3 Moved that we hire an additional typist for the Executive Offices for General Conference work (to be paid out of the General Conference budget).

(M-Harvey/2-Eastman; Unanimous)

84B-4 MOVED that a U.F.M.C.C. Building Fund be so designated: that monies be set aside for the future acquisition of a headquarters for the Fellowship and a revolving fund be available for individual congregations to borrow from for acquisition of their own building.

(M-Mank/2-Harvey; Unanimous)

ELDERS MEETING
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C DISTRICTS, CHURCHES & CHURCH EXTENSION AREAS

C3 World Church Extension

85C3-1 MOVED that we accept the report from Elder Jean White on World Church Extension.
(Attachment #5) M-Wilson/2-Eastman; Unanimous)

C5 Great Lakes District

85C5.0512-1 MOVED that we approve the By-Laws of Redeemer Metropolitan Community Church-
Flint, Michigan. (M-Smith/2-Wilson; Unanimous)

C7 South Central District

85C7.0405-1 MOVED that we approve the By-Laws of Christ the King Metropolitan Community
Church-Oklahoma City, Oklahoma contingent upon them being brought into conformi-
ty with the U.F.M.C.C. By-Laws. (M-Wilson/2-Harvey; Unanimous)

C9 Southwest District

85C9-1 MOVED that we approve the SOP's of the Southwest District contingent upon them
being brought into conformity with the U.F.M.C.C. By-Laws.
(M-Eastman/2-Wilson; Unanimous)

G U.F.M.C.C BOARDS, COMMITTEES & COMMISSIONS

G4 Commission on Faith, Fellowship & Order

85G4-1 MOVED that we received report from the Commission on Faith, Fellowship & Order.
(Attachment #6) (M-Eastman/2-Harvey; Unanimous)

85G4-2 MOVED that we thank the Commission on Faith, Fellowship & Order for responding
to our need for theological reflection on the aids crisis, and for their work on
a pamphlet for the Fellowship. (M-Wilson/2-Harvey; Unanimous)

G9 Department of Special Ministries

84G9-1 MOVED to accept report of the Task Force on Substance Abuse and the manual to be
referred to the Publications Board. (Attachment #7) (M-Wilson/2-White;
Unanimous)

G10 Clergy Credentials and Concerns Committee

85G10-1 MOVED that the Reverends Robert Copestake, Jamie McAlister, Thomas Jordan and
Dee Lamb be appointed as alternates to the Clergy, Credentials & Concern Commit-
tee. (M-Harvey/2-White; Unanimous)

85G10-2 MOVED that we extend the terms of three committee members (Reverends Claudia
Vierra, Brenda Cisneros-Hunt & Jeff Pulling) to 1988 (only as committee members)
as requested in the letter from the Clergy Credentials & Concerns Committee. It
is our understanding that the Chair of C.C.C.C. must be elected by the Clergy at
each General Conference. (M-Smith/2-Eastman; Unanimous)

G11 U.F.M.C.C. By-Laws Committee

85G11-1 MOVED that we refer Elder Wilson's analysis of By-Law corrections to the By-Laws
Committee. (M-Smith/2-White; Unanimous)

85G11-2 MOVED that we accept Alan Povey's resignation and appoint George Kennedy of
Metropolitan Community Church-Dallas, Texas Interim Chair of the By-Laws Commit-
tee. (M-Harvey/2-Wilson; Unanimous)

G13 Commission on the Laity

G13-1 MOVED to accept the C.O.L. report, noting that the matter of interpreting
equipment for General Conference was referred to Jim Voltz for further
investigation. (Attachment #8) (M-Wilson/2-Harvey; Unanimous)

G14 Committee on Church Hymnody (Proposed Commission on Sacred Music and the
Performing Arts)

85G14-1 MOVED that we table the motion on the Commission on Sacred Music & The
Performing Arts--we will work on a mandate and structure for our July '85
meeting in Sacramento. Elder Perry will meet with Reverend Jim Mitulski when he
is in New York in April. (M-Eastman/2-Wilson; Unanimous)

G15 Department of Ecumenical Relations

85G15-1 MOVED that we accept report from the Department of Ecumenical Relations.
(Attachment #9) (M-Smith/2-Harvey; Unanimous)

85G15-2 MOVED that we accept invitation to be observers at the Canadian Council of Churches. Colleen Darraugh will represent us at their meeting in May in Halifax, Nova Scotia. We will be asking the Canadian Districts to pay for this out of UFMCC funds held in trust. (M-Mank/2-Smith; Unanimous)

G16 Fellowship Media Committee

85G16-1 MOVED we received verbal report from Elder Perry to the Board of Elders concerning: (1) Advertising; (2) Dinners around the U.S. and (3) Packaging product to be made available to our people at General Conference for promotion of the TV show. (M-Perry/2-Mank; Unanimous)

G20 Board of Pensions

85G20-1 MOVED that we received report from Board of Pensions. (Attachment#10)

(M-Smith/2-Harvey; Unanimous)

85G20-2 MOVED that we refer point #5 of Board of Pensions report to General Conference.

(M-Wilson/2-Mank; Unanimous)

85G20-3 MOVED that a workshop on pensions be scheduled during General Conference (but not as part of a business meeting). (M-Wilson/2-Harvey; Unanimous)

85G20-4 MOVED that we say no to #8 of Board of Pensions report. The Fellowship will not bear 50% of the Board of Pensions Administrative expenses this year.

(M-Mank/2-Eastman; Unanimous)

85G20-5 MOVED that the Board of Elders will not recommend that money from the now-closed Beach Cities M.C.C. go to the Pension Plan; we will recommend that all monies received from closing of local Metropolitan Community Churches (and sale of buildings) be automatically invested in a building fund for denominational headquarters and revolving U.F.M.C.C. Building and Loan Fund (See 85B-4).

(M-Harvey/2-Eastman; Unanimous)

H SAMARITAN EDUCATIONAL MINISTRIES

85H-1 MOVED that we accept the report from Samaritan Educational Ministries with excitement for their success and their future. Elder Perry discussed buying property for the school with Reverend Boothman and decided not to do that at this time. However, we commend Reverend Boothman for her vision. An official letter will be sent from the Board of Elders (Attachment #11)

(M-Perry/2-White; Unanimous)

J General Conference

85J-1 MOVED to accept the report from the Conference Coordinator. (Attachment #12)

(M-Smith/2-Wilson; Unanimous)



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To: Board of Elders

From: Ravi Verma, Dir. of Admin.

Date: 25 Feb. 85

The first part of this report summarizes the progress in the three primary objectives that were established by us.

(1). Activity profile and staff needs of the Fellowship Offices.

Information on the activities of this office and a summary of the cost center data was submitted to the Government Systems and Structures Commission. From all accounts it greatly helped them in their deliberations. As per their recommendation we are continuing to build up the "activity profile" and, accumulate cost center accounting data.

(2). Financial Accounting

A great deal of time and energy has been spent in this area with the following results.

- (a). Late notices are being sent to all churches who are late in their tithe payments.
- (b). Donor lists are being maintained for all designated gifts.
- (c). A new kind of partnership is evolving between us around decision making about payment of bills/cash flow etc. This is accomplished through regular information flow to you, through the data bank we are building about our finances, and periodic meetings with the resident Elders.
- (d). An accounts receivable pegboard system is being installed to improve our record keeping and collections record.
- (e). I am negotiating with a CPA firm to do a systems analysis for us about all our procedures. We are discussing ways in which UFMCC's computer and staff can interface with their equipment and staff to prepare our financial reports. Our goal remains to have a system that is accurate, timely and auditable.

(3). Church Services

We have printed the By-Laws in Spanish and are working on a brochure on aids and a brochure for and about FFO.

We have had to reprint a number of our standard materials. The lack funds makes it difficult to expand this area effectively. I need your input to improve this.

(4). General

(a). Equipment: We are discovering new ways in which to utilize our computer. We now have a master list that includes all our mailing lists. This has helped un un maintaining accurate lists in an efficient way. We are also exploring ways to use our computer for segments of our accounting work.

(b). Attachment (1) summarizes the income/expense statements for the last 3 quarters and includes a brief budget analysis.

(c). Budget process for 1986 and 1987 fiscal years.

Mr. T.R. Reveley (Chair, Finance Committee) has sent out a letter to all Fellowship groups regarding their "budget requests" for the next 2 fiscal years. Mr. Reveley will present for part of this Elders meeting for discussions regarding overall priorities. Attachment 2 is intended to set the framework for this meeting. It includes an analysis of UFMCC's income and expenses in select-ed categories for the last (4) four fiscal years. It includes some projections, cash flow and budget analysis. Also, included are some suggestions for modifying the overall budget process for U.F.M.C.C.

(5). Other

(a). Journey: A report from the Journey and committee is included separately.

(b). General Conference:

Jim Voltz our conference coordinator has been doing a great job. We have already received around 250 registrations, and more are coming in. We've opened a separate bank account for Gen. Conf. A detailed report including a revised budget is included elsewhere.

(c). Legal Matters:

(1). Cuban Refugee law suit. We have offered a settlement of \$6,500 to the Insurance Company and \$7,000 with the landlord for an out of court settlement. We have borrowed \$7,000 from the South Central District and have to pay it back in (1) one year. We will pay the landlord in (5) five monthly installments.

(2). Bingo Suit: We are seeking a summary judgement.

(6). Miscellaneous

- (a). As per the last Elders meeting, I met with Rev. Nancy Radclyffe regarding her requests for administrative action. For your information, a summary of our discussion is attached.
- (b). Staff: The last year has shown that we are understaffed and that serious consideration must be given to providing a fair salary to the staff. It becomes increasingly difficult to retain qualified people. Please keep this in mind as you discuss priorities for the future.
- (c). I want to thank all of you and all of UFMCC for your support and love regarding my trip home to India. It was a marvelous trip - reconnecting with family, my heritage and country. I also made several important contacts which promise to open doors for our ministry.

TABLE I

TITLES	APRIL '84	MAY '84	JUNE '84	JULY '84	AUG. '84	SEPT. '84	OCT. '84	NOV. '84	DEC. '84	AVERAGE		1984-85 Budget 1 Month
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	35,427.52	41,081.96	28,354.94	29,878.93	34,245.33	27,625.61	39,141.65	33,976.79	32,063.92	33,532.95	33,532.95	27,500.00
UNDESIGNATED	10.00	15.00	-	172.48	-	-	-	45.00	-	-	-	500.00
WORLD CHURCH EXTENSION	1,417.15	1,687.48	445.47	294.33	514.16	586.79	752.57	346.81	656.15	744.55	744.55	1,333.33
FELLOWSHIP SUNDAY	-	-	-	-	-	-	-	-	6,604.80	-	-	-
DESIGNATED	599.83	145.68	558.73	720.98	70.00	219.15	-	-	-	-	-	-
PUBLICATIONS	1,781.94	1,779.40	939.74	1,175.40	1,383.69	652.05	1,678.23	2,073.97	1,041.83	1,389.58	1,389.58	2,500.00
CHURCH SERVICES	868.72	805.34	673.38	595.85	947.67	765.55	640.12	559.28	437.07	699.22	699.22	1,000.00
ADMINISTRATIVE EXPENSES	24,806.28	31,525.02	23,869.54	23,525.31	25,168.06	19,800.00	40,332.41	24,172.10	24,906.28	26,452.56	26,452.56	23,696.42

E-25A



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BUDGET: OVERVIEW AND ANALYSIS

Table I lists the annual income and expenses for the last 4 fiscal years. Also included are the budgeted amounts for the upcoming fiscal year.

The following information can be deduced:

- (1) From '81-'82 to the present the income from tithes has increased by a total of 41%, at the rate of 4.86%, 15.72% and 16.22% per successive fiscal year. A conservative estimate might be between a 10 - 12% increase per fiscal year in income from tithes received in fiscal year April 84-85. This represents a total dollar increase between \$40,000 and \$48,000 in fiscal year 85-86.
- (2) The income from designated gifts has been falling steadily. In the current fiscal year it was in the red by about \$5,700.
- (3) World Church Extension: In General Conference year, it seems that the World Church Extension budget has been met by designated gifts and offerings. In non General Conference years, the WCE budget has to be subsidized by the regular tithes income.
- (4) Administrative Expenses: Overall the total administrative expenses in the last two fiscal years have been very close to the budgeted amounts (@ 4-5% higher). However, we need new copying equipment as well as more sophisticated equipment to meet our mail room requirements.
- (5) The budgeted allotment for Samaritan for the last 2 fiscal years has been \$30,000.
- (6) The income from Publications will be much lower than budgeted (in this fiscal year it will be at \$20,000 lower than budgeted income).
- (7) Church Services: In fiscal year 84-85 and 85-86; no money was budgeted for Church Services. In order to make Church Services revenue producing, money will have to be budgeted.
- (8) Our lawsuit settlements have cost us an unbudgeted \$13,500 to be paid over the next fiscal year.

The above discussion shows that even tithe income will continue to rise at a healthy rate, our past projections for income for WCE, from Publications, Church Services, designated, etc., were too optimistic. As a result, there is not much more money to be spent in other areas, unless we:

- (a) carefully select priorities in programming
- (b) raise money from other sources
- (c) anticipate a much higher growth rate;

Attachment (2) gives a listing of our current obligations and our cash flow situation.

These reasons make it even more imperative that the Elders and Finance Committee have a very clear idea about what the priorities are for UFMCC or that the limited resources can be effectively utilized.

I realize that the above analysis is a conservative one, however, as one who has to manage UFMCC's finances, I would rather see us err on the conservative side.

FUTURE BUDGET PROCESS

The present budget process is a great improvement over what has existed in the past. However, there are several areas that need to be improved. The following list is based on some of my thinking and some discussion on this issue at the Elders/D.C. meeting. These are meant to serve as a springboard for further discussion.

(1) Program based budget

At present there is no effective way to give input effectively to the Finance Committee regarding "program" priorities. Somehow the leadership (B.O.E./or General Council and program leadership) has to be involved in this process. Related issues are:

- How will this relate to the present structure?
- How to involve the grassroots?
- What is General Conference's role? Ratify budget? Allow B.O.E./G.C. to make changes? Raises "ownership issues."

(2) Information Flow

How can we give adequate information to the grassroots/Finance Committee/ General Conference, so that appropriate decisions can be made? Should we be using different techniques to communicate with our churches and with our leadership?

(3) Deadline dates should be chosen to insure participation by all groups.

(4) The allocation of funds must take into account the history of financial accountability to UFMCC. Also, who should be pressuring the Commissions, Boards, etc., to report regularly?

(5) Funding request must be gotten from all potential groups - even if this means special letters/calls, etc. If this is not done some priority UFMCC programs may not get funded due to the irresponsibility of one individual.

Other matters pertaining to the Finance Committee:

(1) Should we present a consolidated financial statement at the years end? (i.e., should it incorporate semi separate entities like Samaritan, SLACCC/B.O.P., or should these groups prepare their own reports and we append it to our report)?

(2) How should the financial report be presented to General Conference? Separate packet? Any analysis and projections?

I'd like to see a professionally packaged report for the last 2 fiscal years.

TABLE I

	ACTUAL INCOME				BUDGET
	APRIL 81 MARCH 82	APRIL 82 MARCH 83	APRIL 83 MARCH 84	APRIL 84* MARCH 85	APRIL 85 MARCH 86
TITHES	284,244.01	298,058.97	344,919.93	400,868.41	360,000.00
UNDESIGNATED	39,751.93	6,438.59	3,843.93	323.51	6,000.00
(1) WCE	32,454.64	16,203.89	24,278.56	8,596.87	16,000.00
(2) SAMARITAN	52,571.33	34,352.58	42,372.86		

	ACTUAL EXPENSES			BUDGET	
ADMINISTRATION	270,882.86	341,759.53	293,679.01	317,484.63	309,741.00
WCE		16,314.82	25,740.78	26,536.19	24,880.00
SAMARITAN		33,270.11	38,076.76		

* Projected figures for Jan 85 to March 85

(1) Includes WCE Sunday and General Conf. Offering

(2) Includes UFMCC allotment

rh
2/85

For



E-258

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ATTACHMENT #2

Reverend Willie White, District Coordinator of the Northeast District asked:

"Is our Board of Home Missions correct in giving one vote each to two individuals serving as worship coordinators of the same congregation?"

Response: "No, they may share one vote."

Reverend White also asked:

"Is it permissible for associate or assistant pastors to serve as voting members of the Board of Home Missions by virtue of the pastoral functions of associate and assistant pastors?"

Response: "No, according to Article V, Section C3 of the U.F.M.C.C. By-laws"

ATTACHMENT #3

Reverend Jamie McAlister asked:

"Is the Board of Home Missions only advisory to the District Coordinator?"

"Is the decision of the Board of Home Missions binding at the District level?"

"What should be the actual process of conferring mission or charter status?"

Response: "Although the By-laws could be cited to strengthen either position, the intent as we interpret it, was for the Board of Home Missions to be a part of the decision-making process at the District level. In the event that the District Coordinator disagrees with the decision of the Board of Home Missions that information should be forwarded with all papers to the Board of Elders who will make the final decision. No church receives Mission or Charter status at the District level, but by the Board of Elders."



ATTACHMENT #4

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REVISED PAY SCALE

	<u>Moderator</u>	<u>Clerk</u>	<u>Executive Secretary of World Church Extension</u>	<u>Director of Administration</u>	<u>Confidential Assistant to the Moderator</u>
Present:	\$32,000	\$21,000	\$14,500	\$20,000	\$16,000
April 1, 1985:	\$33,000	\$23,000	\$15,500	\$22,000	\$16,500
July 1, 1985:	\$34,000	\$24,000	\$16,500	\$23,000	\$17,500
October 1, 1985:	\$36,000	\$26,000	\$18,000	\$24,000	\$18,500

1986: 5%

1987: 5%

Also adjusted staff allotment from \$81,541 to \$90,000

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Metropolitan Community Church

To: Board of Elders.

From: Rev Jean A. White.

Re: World Church Extension.

1985. 18th. February

There are several questions that are constantly on my mind about World Church Extension, especially as we approach General Conference. I would like to share them with you and receive some feedback.

Ex Director

1. As World Church Extension now stands, the Executive Secretary is an Elders paid position. What happens to the position if the Elder does not get re-elected?
2. Does the newly elected Elder automatically become Executive Secretary? If so have you thought of all the complications that will arise?
3. If an 'American' is elected, do we move the W.C.E office to L.A. or wherever? Do we close down the London office? This would prove very costly in money, travel and time.
4. If the newly elected Elder is in secular employment, are they to be expected to leave it to take over W.C.E.? If not what happens to the current programme and contacts?
5. What if the newly elected Elder's interest is not in W.C.E.? (there are many other aspects and commissions in U.F.M.C.C.)
6. How would the trips to the new groups be funded? To ^{visit} most interested groups at the moment it would mean an additional 3-400 per cent increase on travel, (we don't have enough money now to do all that is required) from the U.S.
7. Are there enough world wide Embassies in one central location in the States, to be able to spend time in them gathering information about laws etc? (writing letters to embassies rarely brings accurate responses, if any)
8. What about Nigeria? What do we really feel our responsibilities are there? (at present all we do is send a monthly token payment to Maduka, there are no gay/lesbian people known to us in the Churches)
9. What about the people from Liberia, who want help, I believe mainly financial? They are not gay or lesbian. Do we really want them in our Fellowship? We must be honest with them. On a practical level it will be costly, they see 'Americans' as rich and able to support their Churches, ministries and Pastors. Is this really what our vision is about?

To sum up, we really need to make some decisions about W.C.E. I fully realise that Churches outside of the U.S.A. do not grow at the same phenomenal rate as within the U.S.. We are culturally all different, but, the groups founded are usually solid. A continuous amount of support is needed for them, from people

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who understand, or have some understanding of the differences in lifestyle of peoples of different cultures, and are willing to have ongoing, long term, communication with them until such time as they feel 'comfortable' enough to join what is basically an 'American Church'.

Please, let us spend some time around these issues this Elders meeting and not just keep skirting them.

The main work of the Executive Secretary to W.C.E. is to maintain communication with all people who show an interest in U.F.M.C.C. and to bring them to feasibility study group status, on a worldwide basis.

initiating

This includes the following:

1. Receiving and answering all correspondence, from both enquirers and members and Churches in the Fellowship. Trying to answer in whatever the native language of the enquirer is, if so needed.
2. Arranging for translations of U.F.M.C.C. literature in the various languages. (Especially bye-laws, and theological papers, as people really want to fully understand what they are committing themselves too)
3. Finding out the legalities of homosexual and lesbian people meeting together publicly for worship.
4. Visiting interested people, trying to help them set up feasibility study groups. (this can take several visits of a week or two at a time)
5. Keeping in touch with all Church Extension Officers.
6. Reporting regularly to the B.of E.
7. Searching out all the 'gay organisations' in various countries and placing ads in their news letters, magazines etc. Offering articles to them about U.F.M.C.C.
8. Answering press enquiries, taking part in chat shows and programmes, sometimes by recording tapes.
9. Working out the Educational qualification differences from one country to another for Student Clergy, to prepare them for licencing.
10. To 'Pastor' and support the worship co-ordinators in new and existing groups where there is no Church Extension Officer.
11. To try to drum up financial support for W.C.E. through linking up Churches in Districts with W.C.E. groups.

These are the basic duties. It is hard to break them down into hours spent at any given task, some are much more time consuming than others. i.e. trying to answer letters to a person in their native language, when no one available speaks the language, means many hours spent in libraries and poring over language books. Until more money is available to be able pay for translations, or to pay someone to investigate the laws of countries, these will continue to be time consuming duties, but, very necessary ones.



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February 1985

Dear Brothers & Sisters:

FREE TO SHARE

"Let us behave wisely towards those outside our number, let us use the opportunity to the full. Let our conversation be always full of grace and never insipid, let us study how best to talk with each person we meet."

(Colossians Chapter 4, verse 5 and 6, modern version.)

There is no single way to witness to Jesus Christ. The Church has borne witness in different times and places in different ways. This is important. There are occasions when dynamic action in society is called for, there are others when a word must be spoken, others when the behavior of Christians one to another is the telling witness. On still other occasions the simple presence of a worshipping community or person is the witness. The different dimensions of witness to the One God are always a matter of concrete obedience. To take them in isolation from one another is to distort the Gospel. They are inextricably bound together, and together give the true dimensions of evangelism. The important thing is that God's redeeming word be proclaimed and heard. Through Christ men and women are liberated and empowered with all their energies and possibilities to participate in the sharing of the Gospel. Through Christ's death on the cross and his resurrection from the dead, hope's salvation becomes realistic. Christ liberates from the prison of guilt, brings peace and wholeness to hurting people everywhere.

A common denominator in many of the letters that come across my desk from many countries of the world is the feeling of guilt and helplessness, rejection by society and Christians, especially since the advent of AIDS within our community.

During my visit to New Zealand, at the invitation of the Auckland Church, I realized just how fortunate many countries are in their laws. During my stay there the radio and TV made announcements that AIDS had arrived in New Zealand. The laws there are against homosexuality, yet AIDS is a notifiable disease. This makes it very difficult for any person to go to their doctor and ask for help as they are almost admitting to a criminal offense by doing so. Never has there been a time like this in New Zealand when we can bring the Good News of the Gospel to our community. So much help is needed there to combat the homophobia which is abounding at the moment. The Church in New Zealand needs help to publish literature about the Church and AIDS, to be able to make it available in all the major cities. Maybe this is a project that the Lord could be calling your Church to take part in to reach people with the Gospel of hope, to help make ourselves known and to be present and to articulate the meaning of God's love in Jesus Christ for every person and for every situation. There are a group of people who would be willing to be part of an MCC in the city of Wellington, but as yet no one has come forward to lead that group, maybe your Church could make that a matter of prayer.

Our Churches in Nigeria continue to flourish and continue to grow, even under oppression from their government. During the past few months over 600 Christian houses, missions, hotels and shops have been demolished. As yet we are fortunate that none of the meeting places of MCC Churches has been raised to the ground, however the fear is there that this will come in the not too distant future. The needs in Nigeria are very different from the needs of many countries where we are trying to bring the Gospel of liberation to all people.

The Reverend Troy D. Perry, Founder

The people in our Churches in Nigeria are poor and their needs are mainly practical. Reverend Maduka works very hard to reach the people of his country and needs transport to that job. At one time we provided a vehicle from the Fellowship for his work, unfortunately, it caught on fire. Reverend Maduka is desperately in need of transport to get around. Medical facilities are very scarce. Reverend Maduka's wife is going to do some training as a midwife so that she can be of some help where she lives. I am sure that all of us have had our consciousness raised about the global nature of poverty in the world today, and as Christians we should try to think of ways and means to share the Gospel in a practical way. The "spiritual gospel and material gospel" were in Jesus, one Gospel. For all of us, the invitation is clear, to follow Jesus in identification and sharing with the poor and the weak because in them we encounter Christ.

The Hispanic Americas ministry is going very well, we now have eight Churches in that Extension area. The materials available in Spanish are 'What is MCC?,' 'The Homosexual and the Bible,' 'Fellowship By-Laws' and 'Christ Loves the Gays.'

A new work in Tijuana began in November which is exciting news. The Church in Mexico City has had to move from the place where they were meeting and the Church now alternates between two meeting places. This caused a drop in attendance. They desperately need help to be able to purchase their own building. A building is available if they can find the money for the deposit. The laws in Mexico are very different to the laws in other countries and they are forbidden to meet and worship within home environments. The Church has grown very strong during the last year and God continues to bless them. However, there is a fear that if they do not get a meeting place of their own they could run into difficulties. Maybe this is what God is calling you to help in, to help provide a meeting place for the people to worship in. If you cannot help financially, you can pray, that the Lord will guide and bless this group and provide for them.

In Europe God is blessing also. We now have a small group in France, in a town called Lyon. They have started a twenty-four hour helpline in the city. This is a monumental task for them, as well as reaching out to the community with the Gospel. They need our prayers desperately. At present we do not have many items translated into French, and I spend many hours translating parts of 'Journey', 'The By-Laws' and other relevant materials, such as Government Structures and Systems (GSS) and Faith Fellowship and Order (FFO) papers for them. This is a slow job as to pay for the translations would be too expensive, however, these Brothers and Sisters need to be part of our Fellowship in a full way, sharing not only in worship, but in the government of the Fellowship. Any help with translating articles from 'Keeping In Touch' or 'Journey' would be greatly appreciated.

We hope to start a work in Sitges in Spain in the new year. This is an exciting breakthrough, as the laws of Spain have changed in the last few years since Franco's regime ended. We are carefully going into the laws of the country to make sure that we do not cause any undue harm to people wanting to meet and worship there. All this takes time and energy because the Embassies are not very willing to talk about the laws of the land concerning homosexuality. We need to make sure that we do not compromise any people there, so please pray for us that the Lord will help us to contact sympathetic people concerned with the laws of the country.

Greece is a country that seems to be opening up for us in recent months, again we have difficulties with the language. It takes me many hours of work translating the letters and answering them, of getting translations of parts of the Doctrines and By-Laws of our Fellowship to these people.

There is a lot of interest being shown in the Middle East, however it is always a slow process. People are very intimidated by the laws of their countries in that area of the world and are fearful of doing anything that can bring them into contact with the law. Again we need literature in Arabic languages. Interest is also being shown in the Virgin Island, Australia, Portugal, India, Japan and parts of Africa.

We now have translated into Dutch, German, French Spanish, Polish, Chinese and Danish some literature. However this is nowhere near enough, we cannot expect people to want to belong or join a fellowship that they know nothing about. We need gifts to keep the World Church Extension office open in London, for translations, to open an office for the Hispanic Americas area and to pay a Church Extension Officer there. To bring trained people into some of the countries where there is a need for leaders. There is no evangelism without solidarity and there is no Christian solidarity that does not involve cost in sharing the knowledge of the dominion of God to the people around the world. We want to spread the liberating Gospel of Jesus Christ to every corner of the earth, to bring them the message of salvation and wholeness. Will you help us do that?

We thank you in World Church Extension areas for the help that you have given us during 1984 and we pray that God will lead you to give again during this coming year.

Sincerely, in the liberating Love of Christ,

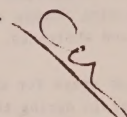
Reverend Elder Jean A. White
Executive Secretary for World Church Extension.

Pasteur Dominique Mouthe
34, montée Saint-Barthélémy
69005 LYON.
FRANCE.

January 6 th 1985.

E-266

Reverend Elder Jean A. White
M.C.C.
B M Box 6303
LONDON WCIN 3XX
ENGLAND.



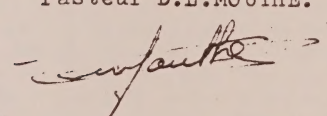
Dear Sister in Christ,

Greetings in Jesus Christ our Lord. I thank you for your letter. I am interested to come to U.S.A. in july for the General Conference in Sacramento.

Last Saturday the Pasteur Doucé blest our union publicly : it was the french television and press. It was the first time in France that "Bendiction d'Amitié et d'Amour" has been done in public. The Protestant Federation has condemned that ceremony: it say that it is provocation...

L'Agapé increase but it's very difficult to work: I must ^{work} the night in restaurant to pay the important charges and to buy the Bibles, material biblizal and to meet the homosexuals; it's necessary for the biblicial and reunion prayer and cults, chairs and tables. Patrick and me we are very only for the work in Lyon. But L'Agapé must open all the day and helpline the night. It is nobody to help us: the people that we meet have many problems spiritual and seclusion... It has ^{very} little solidarity and we have to sacrifice our time and money for the association... But we have the faith in Jesus Christ. Sincerely in Christ Jesus.

Pasteur D.L.MOUTHE.





Universal Fellowship of Metropolitan Community Churches

NEW ZEALAND CHURCH EXTENSION COMMITTEE

P.O. BOX 68-437, NEWTON, AUCKLAND 2

4th FEBRUARY 1985

Dear Jean,

Greetings in the name of the Lord.

You know it was good of you to visit with us all last year, I learnt a lot about myself both in relating to other people, I know it's going to be a long hard road, but I'm determined to make a go of it. With this in mind I am forwarding to you :-

- 1 My Re-licence form for your signature.
- 2 My application form for Ordination, also an outline of my thesis

I know I need your recommendation, I have sent my application with my Re-licence forms, to GCCC. Should you feel that my application be held till a later date, I would appreciate your comments, thank you.

Now for the great news UFMCC in N.Z. on the 24/12/84 was registered as a Charitable Trust, under the law of N.Z. this covers any other Church, Mission and Study group within the Fellowship. The next step is for Marriage Celebrant, on Friday the 8th I will visit with the Church Lawyer regarding this matter, we look forward to sharing this news with you soon. We praise God for the work that has been done and that is to be done.

David, Denny and myself are helping out with the AIDS network in Auckland both in counselling and administration, this gives MCC an opening and outreach to the Gay community to show that we really care and that in Christ we have hope and meaning to life.

Doug McGee has stepped down as student clergy and taken up as Deacon, this as you know now will leave him time for his political interests, it is hoped that during the month of March the Equality Bill will go before Parliament, this giving Gays equal rights with in N.Z.

On February the 10th the Board have called a special meeting with regard the possibility of the Church moving out of 165 EMD as the rent and rates have increased so high that we find it hard to meet our financial commitments, I will inform you of the Churches decision.

Di, Jacky and Paul have been back to Church lately and even to the Church B B C at home here, at the last two meetings we have had 4 new ladies worshipping with us. Our Christmas Holidays are now over so more members will be back worshipping with us.

Once again Jean thank you for all you did both in helping me and encouraging the members thank you Jean.

Yours in Christ

Leigh
Rev Leigh A. Neighbour
Pastor

E-269

COMM AFF 6



No. AK.262553

DEPARTMENT OF JUSTICE

CERTIFICATE OF INCORPORATION

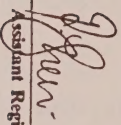
*Under the ~~Incorporated Societies Act 1908~~
Charitable Trusts Act 1957*

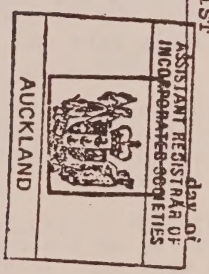
I certify that THE UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY

CHURCHES IN NEW ZEALAND TRUST BOARD

Charitable Trusts Act 1957. is incorporated under the ~~Incorporated Societies Act 1908~~

Dated at AUCKLAND this 21ST day of DECEMBER 19 64


P. A. M. GREEN
Assistant Registrar of Incorporated Societies.



LA VOZ

del

Ministerio Hispano de las Americas

5300 SANTA MONICA BLVD. SUITE 304 LOS ANGELES, CALIFORNIA 90029

EDITOR: RAUL R. RIVERA

DIRECTOR: REV. JOSE L. MOJICA

Vol. I, #1

November 1984

CHURCHES THAT MAKE UP THE HISPANIC AMERICAS MINISTRY:

ICM HISPANA
152 West Sixty-second St.
New York, NY

ICM QUEENS
4070 East Hampton
Elmhurst, NY

ICM NUEVA VIDA
3327 Beverly Blvd.
Los Angeles, CA

ICM MARANATHA
1231 Locust
Long Beach, CA

ICM MEXICO CITY
Distrito Federal

ICM CUERNAVACA
Cuernavaca, Morelos

ICM CRISTO OBRERO
Nogales, Sonora

ICM TIJUANA
Tijuana, Baja California

POSSIBLE GROUPS:

NORTH HOLLYWOOD, CA
NORTHFORD, VA
DALLAS, TX
GUADALAJARA, Jalisco, Mexico

MATERIALS AVAILABLE IN SPANISH:

ICM Que es? (What is MCC?)
El Homosexual y la Biblia (The Homosexual and the Bible)
El Reglamento de la Fraternidad (Fellowship Bylaws)
Cristo Ama Los Gays (Christ Loves the Gays)

WHAT'S HAPPENING IN THE LORD'S VINEYARD?

ICM HISPANA: Mr. Andy Fernandez is the new Worship Coordinator. The church moved to 152 W. 62nd St. in Manhattan. The Lord is blessing them abundantly. They are making many plans for the near future.

ICM NUEVA VIDA: When we moved to the Samaritan Educational Center we also changed our name to Nueva Vida (New Life). As the name suggests, we are starting a new life in a new place. The Rev. Dusty Pruitt, Pastor of MCC Long Beach, gave us a workshop on the Gifts of the Holy Spirit and Church Growth. Mr. Wally Santiago is one of the key persons in the pattern of growth and spiritual life of our church. Around the first of the year, we will be kicking off an Evangelistic campaign. Every month we have an "Agape" in which Our Lord blesses us greatly.

ICM CRISTO OBRERO: We are a church and an alternative living center. We have nine people who are residents of the center: Gays, Lesbians and Heterosexuals all living together. Every Sunday we have our worship service at 6 p.m. A bookstore donated \$200 to finance classes in English. The class

will be held on Sundays at 2 p.m. starting Nov. 11. Mr. Alejandro Student Clergy Candidate, is the key person in everything related to the church. Manolo is in charge of the Center.

ICM MEXICO CITY: The church has grown a lot under the leadership of Mr. Racio Flores, Student Clergy and Worship Coordinator. They have even started a new work in Cuernavaca, Morelos. Because they had to move from the temple where they were meeting, the church now alternates between two meeting places. This caused a drop in attendance. Even so, God continues to bless them. They are looking for a place to purchase for their church. Pray with us for help, because we need a building desperately but we have no funds.

ICM QUEENS: We are growing spiritually and in numbers. We still meet in Rev. Torres' apartment which seems to be growing smaller each time. We have several activities: Bible studies, membership classes, prayer meetings, counseling and social functions. We need a larger meeting place soon. If the Rev. Mojica could come to New York to help us to find a building, we think that we could find one fairly soon. We think that the other churches do not want to rent space to a pastor who is not a man.

ICM CUERNAVACA: On Sept. 26, 1984, the Rev. Elder Don Eastman came to install J. Crispin Mata as the official Worship Coordinator of ICM Cuernavaca at the request of the Rev. Jose Mojica, Director of the Hispanic Americas Ministries. We have about ten persons at worship each Sunday.

ICM MARANATHA: At the invitation of the Rev. Bjorn Marcussen, several persons who were interested in ICM, began to hold worship services there on the 14 of October 1984. The service was led by the Rev. Jose Mojica. Our goal is to bring the Good News of Jesus Christ to both Gays and non-Gays.

ICM TIJUANA: There was a group of people in Tijuana who were interested in the ICM. They contacted Rev. Mojica through Rev. Marcussen. Rev. Mojica brought Mr. Felix Escamilla to be the coordinator of the new work here. On November 11, 1984, we will have our first worship service.

DO YOU WANT TO BE A WORKER FOR THE LORD?

If any of you is interested in working with the Hispanic peoples, please write to me at: Ministerio Hispano de los Americas, 5300 Santa Monica Blvd., Suite 304, Los Angeles, CA 90029 or call me at (213) 669-0363.

If you would like to participate in the Spanish Choir at General Conference, please let me know. We will be performing in both Spanish and English.

THE DIRECTOR SAYS....

Last year we began publication of LA VOZ but, because of lack of cooperation of ICM leaders in sending us material to publish, we had to suspend publication. Now we will try again. Now everyone seems willing to cooperate. Please send news, future plans, events, testimonies, poetry, essays: anything you would like to share. LA VOZ will accompany KEEPING IN TOUCH, so every church group within the Fellowship will enjoy with us the blessings of the Lord.

In Jesus, the Christ, Peace and Love.

INCOME AND EXPENSE SHEETNAME: WORLD CHURCH EXTENSIONQUARTER: OCTOBER 1984 to DECEMBER 1984INCOME:

Fellowship Stipend/Tithe.....	5820
Contributions.....	
Proficiency Exams.....	
Conference Registration Fees.....	
Sales.....	
Offerings.....	
Other (specify):	
.....	
.....	
TOTAL INCOME:	<u>5820</u>

EXPENSE:

Salaries.....	2257	50
Housing Allowance.....		
Auto Allowance.....		
Other Allowance. <u>NIGERIAN SUBSIDY</u>	750	00
Honorariums.....		
Office Supplies.....	61	25
Outside Services.....	149	85
Postage and Shipping.....	134	78
Printing and Reproduction.....	88	40
Rental of Office Space.....	597	82
Telephone.....	219	45
Airfare. <u>PAK. N. ZELAND</u>	242	-
Lodging.....	130	-
Per Diem.....		
Advertising. <u>GREECE</u>	98	50
Dues and Subscriptions.....		
Milage Allowance.....		
Entertainment.....		
Public Relations.....		
Other (specify): <u>Post Box (annual payment)</u>	17	00
<u>Security Passes</u>	102	75
<u>Income Tax</u>	432	60
<u>NHS</u>	35	50
TOTAL EXPENSES:	<u>5715</u>	<u>20</u>

CASH BALANCE:

Start of Quarter:.....	\$ 909. 93
Plus Total Income:.....	\$ 5820
Less Total Expenses:.....	\$ 5715. 20
Cash Balance at end of quarter.....	\$ 1014. 73

INCOME AND EXPENSE SHEETNAME: WORLD CHURCH EXTENSION.QUARTER: JANUARY 85 to MARCH 85INCOME:

Fellowship Stipend/Tithe.....	5820
Contributions.....	
Proficiency Exams.....	
Conference Registration Fees.....	
Sales.....	
Offerings.....	
Other (specify):	
.....	
.....	
TOTAL INCOME:	5820

EXPENSE:

Salaries.....	2257.	50
Housing Allowance.....		
Auto Allowance.....		
Other Allowance. <u>MIGRATION SUBSIDY</u>	750	-
Honorariums.....		
Office Supplies.....	49	60
Outside Services.....	212.	48
Postage and Shipping.....	172	80
Printing and Reproduction.....	104	45
Rental of Office Space	597	82
Telephone.....	261	73
Airfare. <u>PASTOR. FLEURY. FRANCE/LONDON</u>	189	-
Lodging.....	60	-
Per Diem.....		
Advertising.....		
Dues and Subscriptions <u>European Council</u>	25.	00
Milage Allowance.....		
Entertainment.....		
Public Relations.....		
Other (specify): <u>INCOME TAX</u>	937	42
<u>INHS</u>	33	30
<u>PHOTO COPIER</u>	750	00
TOTAL EXPENSES:		

CASH BALANCE:

Start of Quarter:.....	\$ 1014.	73
Plus Total Income:.....	\$ 5820	
Less Total Expenses:.....	\$ 6401	10
Cash Balance at end of quarter.....	\$ 433.	82



ATTACHMENT #6

Faith, Fellowship and Order Commission, Rev. Jennie Boyd Bull, Chair
PO Box 1145, Baltimore MD 21203 Ph 301 523-6363

Feb. 7, 1985

To: The Board of Elders

From: Rev. Jennie Boyd Bull, Chair

Subject: Report of FFO to the Winter 85 Elders' Meeting

We had our Faith, Fellowship & Order meeting in Orlando, Florida.

Our attendance represented most districts and had good lay representation. We welcomed Jane Sandmire, head of the Excel division of Samaritan, as an advisor to FFO, along with Sherre Boothman and Jeff Pulling.

The minutes of our meeting will be forwarded to you in a few weeks, which will note our General Conference meeting plans, our activities during Conference itself, and our goals for the next two years. We are excited about the new workshops and resources being developed.

We are even more excited about how our process and structure are developing. Please note the Steering Committee proposals for a Clerk, Program Coordinator, Ecumenical Coordinator, and Communications Coordinator, along with a Chair elected a year in advance, to serve ex officio until General Conference. These differentiated functions are based in a need for institutional continuity, much like that CCCC is developing.

FFO is also hopeful that the chairs of various UFMCC programs and commissions can meet the Thursday morning before General Conference to coordinate scheduling and program needs and plans for the coming two years. This should substantially facilitate the budget process for these commissions, also. One or two Elders meeting with us would help the process along.

Our new brochure that the Commission on Faith, Fellowship & Order is distributing describes our process, history, purpose, study questions, resources and workshops.

Some of our major plans for 85-87 include funding for Third World representation at our meetings, funding of FFO's ecumenical activities with the Faith and Order movements of the World and National Council of Churches, and workshops on Vocabularies of Sexuality (with video by Ken Martin) and What is Sexuality?, based on the workshop at Clergy Conference.

TASK FORCE ON SUBSTANCE ABUSE

accepted

MARCH 1985 REPORT

DAUNE' LITTLEFIELD
CHAIRPERSON

GOALS 1984

Accomplished

- * Completion of a crisis intervention manual with respect to substance abuse for lay persons. It is in the fellowship offices awaiting reproduction and distribution. → -- *Refer to publications*
- * The collection of information from the U.S. Department of Human Resources on current drug and alcohol studies.
- * Quarterly meetings of the South-Central Sub Task Force on Substance Abuse for the purpose of reviewing materials provided in workshops to the various M.C.C. in the district.
- * Publications in the Elders' Network and the Journey magazine.

Goals Projected 1985-86

- * Continued growth of education in the areas of Substance abuse within our community.
- * Referral library and correspondence with those individuals requesting literature on substance abuse.
- * Providing workshops in conjunction with the South-Central district on the awareness of the substance abuse problem in persons of our lifestyles.

RESPECTFULLY SUBMITTED,

Daune' Littlefield

Daune' Littlefield

February 25, 1985

To: Board of Elders

From: Jackie Walker, Chair C.O.L.

RE: Report of Commission on the Laity

The commission on the Laity met in January 85. At that time, we received information on the interpreters equipment that we are hoping to purchase for the Fellowship. The equipment that we have priced would cost approximately \$1600. That would include ten head sets and would handle one language. We would like to raise money for the equipment by doing a mailing to congregations within the Fellowship and asking for donations. We would also like to take out an ad in Journey. The funds to cover the expenses incurred would come from our budget.

We need your help or the help of Jim Voltz in securing people to do the actual interpreting. We would probably not make enough to be able to reimburse these people. Perhaps we, along with the Fellowship, would be able to help them with their expenses.

At our meeting we discussed the possibility of meeting as a commission in 1986. (Hopefully we will be done with G.S.S. for awhile). We feel that we can achieve more as a commission if we can physically meet together to discuss goals and to work on projects. We will include cost for transportation for such a meeting in our proposed budget for 1986.

A Lay Leadership Conference has also been proposed for 1986. The conference could take one of two forms. We could have one large conference similar to the Third World Conference, or we could have regional conferences developed and carried out in much the same manner as Samaritan's Introduction to MCC Pastoring. We would use as many of the regional resources as possible. We would need funding to give honorariums to speakers and leaders, to pay for mailings, space rental, publicity, etc.

NOTE: THE MATTER OF THE INTERPRETATION EQUIPMENT WAS REFERRED TO THE GENERAL CONFERENCE COORDINATOR FOR FURTHER INVESTIGATION.



ATTACHMENT #9

5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

February 7, 1985

E-276

TO: Rev. Elder Nancy Wilson
FROM: Sandra Lynn Robinson
RE: Report on Ecumenical Relations Ministry

November 7-10, 1985, the Governing Board of the NCCC met in New Brunswick, New Jersey. The highlights of the meetings were:

- President Cousins' move to adjourn the meeting to the front of the Hyatt Regency in support of the community group that was boycotting the Hyatt for discriminatory hiring practices
- the attendance of Coretta Scott King
- the attendance and sermon of Bishop Desmond Tutu, Nobel Peace Prize winner
- the passage of the Racial Policy Statement; a first in the NCCC's 33 years of existence
- approval by the Governing Board of continued dialogue sessions with UFMCC to discuss Human Sexuality, Biblical Interpretation and Christian Unity

In May, 1985, a third of the Governing Board will consist of new people. It is important that our involvement of dialogue and education continue. There are national trends that are potentially life and attitude changing that are reflected in the NCCC. Attitudes toward minorities, women, the aged, poor etc. are moving from bad to worse. We can be supported by and supportive of those people within the Council who are promotive of inclusive attitudes.

Since November, I have interacted locally with:

Rev. Dr. Richard Cheney,
President of the Ohio Board of Ministries

Rev. Richard Bausman
Director of the United Christian Center

Colleen Mitchell
President of the Ohio Council of Churches

I have attended the 65th anniversary celebration of the Ohio Council of Churches during which Andrew Young, mayor of Atlanta, Georgia was the keynote speaker.

I continue to attend the University Area Council of Churches, Ohio State University where I represent MCC Columbus.

The Reverend Troy D. Perry, Founder

I was invited to preach at Philadelphia MCC for Third World Sunday as Co-director of Ecumenical Relations and during the weekend I presented the Patron of Human Dignity Award to Edie Huggins, local T.V. anchorwoman (abc) at the Philadelphia Church in the presence of the community and news media.

February 25 and 26 I plan to attend the Justice for Women Working Group meeting in New York City at the NCCC offices. I am now on their mailing list and a part of the Group. I will submit a more detailed report on them in March.

April 15th I will be at Kenyon College in Gambier, Ohio. Before his graduation, my brother started the first Gay/Lesbian organization on their campus. They are now expanding their activity and want religious and community involvement by women.

In March, I plan to begin study at Trinity Lutheran Seminary here in Columbus. They have a work study program and there is a strong possibility that I will be able to work on the Ohio Council of Churches in that program. This seminary is inclusive in its attitudes and offers several elective courses in Ecumenical studies.

I plan to attend the May Governing Board Meeting of the NCCC; General Conference in July and the Governing Board meeting in November.

SHORT TERM GOALS:

—to prepare a workshop for use at District Conferences that will define who we UFMCC are. Our local, district and fellowshipwide membership, in order to interact ecumenically, needs to know how we are different from other denominations and who we are as a post-denominational church. I will research this project with the help of Faith, Fellowship and Order Commission members. The workshop will also address why it is important to interact with other denominations locally, district and fellowshipwide and will demonstrate ways to be effective.

—to prepare a brochure outlining Ecumenical Relations Ministries for distribution.

—to complete the analyses of the surveys mailed to the Fellowship churches. They are still being sent in. To date we have received 66 responses. Many of our churches are already heavily involved in Ecumenical work and some are requesting more information about ER.

—to increase my involvement with Third World people. This ministry is crucial, particularly between Third World people within the Fellowship. I am committed to finding ways of being supportive in constructive and practical ways to UFMCC Third World people. Success in this ministry will mean strength and unity within the Fellowship as a whole.

UFMCC BOARD OF PENSIONS E-278

REPORT TO BOARD OF ELDERS

ATTACHMENT #10

MARCH 1985

1. HIGHLIGHTS OF BOP MEETING: Held February 22 and 23, 1985. Arthur Green, Paul Sheldon, John Willy, Lois Luneburg and Nancy Radcliffe were present. Charlie Arehart had planned to attend but became ill. Budgets were passed for the calendar/fiscal years 1985, '86 and '87 and it was voted to request that the budget approved by General Conference '85 include paying 50% of the administrative costs for both '86 and '87. Decided on an action approach to find a sixth person for the BOP who is Third World and has the specialized skills needed by the Board. The prospects look promising. The rudiments of SOP's for the Board were established and Arthur Green will "flesh them out". Accepted advice of attorney Michael Mitchell (specializes in pensions) that it is not necessary for the BOP to incorporate at this time and that Bylaws are not necessary as the responsibilities of the BOP are so clearly spelled out in Plan & Trust Document. The SOP's will provide guidelines for the operational aspect of the Board including the length of terms, how they will be staggered and a formula for addition of more members based on a formula of fund value and number of participants. Amended the Summary Description of the Plan & Trust Document and authorized its printing and distribution to the clergy. Approved a 3 year agreement with Pension Services Corporation for them to continue to provide actuarial and technical assistance. Received and reviewed the first annual valuation of the U.S. Pension, prepared by Pension Services. This actuarial study shows that the monthly pension benefit for full retirement on 1/1/94 will be \$59. This figure will change most dramatically if the fund receives substantial gifts in addition to the assessments. Approved an investment policy that is financially prudent, socially responsible and spiritually, ethically and morally consistent with the UFMCC. Voted to request Michael Mitchell to become the attorney of record for the BOP. Additional business requiring the approval of the Board of Elders is listed later in this report.

2. INVESTMENT POLICY: As of 2/22/85 there is \$15,000 in the Pension Fund which can be invested in ways that will earn more interest than the money market checking account. Adequate monies will be left in that account for administrative expenses and to keep it an interest bearing account. John Willy recommended and the BOP accepted a 3 part investment of \$5,000 each in 1) High Yield Certificates of Deposit, 2) Bonds (probably not government or utilities) 3) A Mutual Fund. He will investigate to find the best investment in each of these categories which meet the guidelines of financial prudence and social, spiritual, ethical and moral responsibility.

3. POLICY ON BOARD TERMS: The standard BOP term of office will be six years with the exception of initial staggering for purposes of making the terms alternate so that all terms do not expire at the same time. Terms will begin after a General Conference. The staggered terms (chosen by drawing numbers from a hat) will all begin after G.C. '85 and will be as follows: 4 years - John Willy and 6th person to be appointed, 6 years - Lois Luneburg and Charlie Arehart, 8 years - Arthur Green and Paul Sheldon. Reappointment will be limited but may occur at least once as will be spelled out in the SOP's.

ITEMS APPROVED BY BOP WHICH NEED BOE APPROVAL AND/OR ACTION

4. Approve a change in the Plan & Trust Document, Article 1.06, to bring it in line with our practice and understanding in regard to the Pension. This is the needed wording to assure that no one may retire before 1/1/94. This change is consistent with explanations given to date to our clergy and churches. New Wording: "'Credited Service.' Credited Service shall mean service with the Plan Sponsor, including the waiting period, while serving as a licensed Clergy person, except that no service shall be credited prior to January 1, 1980 for any purpose under this document."

5. That beginning 10/1/85 all clergy in their vesting years make a mandatory \$5 per month contribution to the Pension Fund. This amount will accrue to each clergy person's personal benefit. It may be paid monthly, quarterly, semi-annually or annually and must be paid within the calendar year. If it is not paid one or both of the following will result: 1) Such a person would lose his or her eligibility to be in the plan and 2) It will result in a reduced benefit at time of retirement.

6. That a Forum on the Pension be scheduled during General Conference at a time that will precede the BOP Report and the Treasurer's Report and which will be at a reasonable hour.

7. That the BOE recommend to the General Conference that the \$10,000 from the building fund of the now closed MCC Beach Cities, Santa Monica be given to the Pension Fund to increase the benefit base as a whole.

8. That 50% of the 1985 Administrative Expenses be met by the Fellowship. The other 50% will continue to be met out of the assessments. This would allow a greater portion of the assessment to accumulate in the Fund itself which will increase the base on which benefits are figured.

UFMCC BOARD OF PENSIONS

'85/'86/'87 ADMINISTRATIVE BUDGET

	1985	1986	1987
1. Pension Services Corp.	3961.00	4936.00	5900.00
2. Staff \$75/wk '85, \$100/wk '86-87	3900.00	5200.00	5200.00
3. Telephone \$100/mo	1200.00	1200.00	1320.00
4. Attorney/Legal Fees	675.00	675.00	675.00
5. Office Rent \$150/mo '85, \$173 '86-87	1800.00	2080.00	2080.00
6. Postage approx. \$33/mo	400.00	400.00	450.00
7. Office Supplies \$25/mo	300.00	300.00	325.00
8. Printing \$50/mo	600.00	600.00	650.00
9. Travel	1875.00	1600.00	2000.00
TOTAL	\$14,711.00	\$16,016.00	\$18,600.00

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PENSION FUND STATISTICS

END OF 3RD QUARTER

1/11/85

CATEGORY	FIRST	SECOND	THIRD	FOURTH
Number of Congregations	166	171	177	
Paid By the Tenth	82	113	82	
Total Paid On Report Date	156	159	138	
Past Due On Report Date	10	12	39	
Became 90 Days in Arrears	28	27	38	
Chartered	7	8	11	
Mission	5	4	5	
Study	16	15	22	
End of Q Membership ORD	9,094	9,043	8,311	
Quarter's Assessments ORD	\$8,146.60	\$8,176.91	\$7,583.80	
Assessment Deposits w/Q	\$7,439.04	\$8,070.16	\$8,397.83	\$337.80
Expenses Within Quarter	\$2,106.33	\$3,276.53	\$2,651.11	\$2,257.41
Deposits/Income YTD		\$24,244.83		
Bank Credits (2nd Q)		\$19.12		
Interest Earned YTD		\$502.68		
TOTAL INCOME		\$24,766.63		
Expenses YTD		<u>-\$10,291.38</u>		
Bank Account Balance ORD		\$14,475.25		

* ORD = On Report Date or as of Report Date 1/11/85. These may change as more churches pay their assessment. Figures like Deposits and Expenses Within Quarter will remain fixed once the Quarter ends. The ORD figures show cumulative totals for each Quarter regardless of when payment was made.

CHURCH ASSESSMENTS 3/2/85: There are 64 congregations that owe for one or more quarters. 56 owe for the 4th Quarter '84, 27 for the 3rd, 10 for the 2nd, 9 for the 1st and 7 owe for all four quarters. These 7 are: Des Moines, Boston, Harlem, Ashville, N.C., Rose City in Portland, Columbia, SC, and San Angelo, TX.

BANK ACCOUNT BALANCE 3/2/85: \$18,717.09

Samaritan

ATTACHMENT # 11

February 21, 1985

E-280

(A)

Dear Board of Elders,

The winter has been an exciting and challenging time for Samaritan College and Samaritan Educational Ministries. I know you will share our excitement with the new developments.

SAMARITAN EDUCATIONAL MINISTRIES

The three division heads met in Orland in January before Clergy Conference. Several major decisions were made

1. The division heads will develop ^Aase II of the SEM policy by September of 1985 to be submitted to the Board of Elders in the Fall for approval. The major changes will be:
 - a. A Board of Trustees will be formed, replacing the Management Team. This Board will function as a policy Board. They will approve policy changes, receive annual financial reports, and raise funds for SEM. The Board will be required to meet once a year.
 - b. The three division heads will form an administrative committee and as a group will make the program/administrative decisions for SEM. In essence, the division heads committee will perform the role of President.
2. Rev. Jeffrey Pulling was made full-time as of March 1, 1985 by increasing the Extended Studies stipend to \$700 per month from the UFMCC allotment to SEM. An additional \$300 per month will come from the Extended Studies funds, making his total package \$1,000 per month plus health insurance.

3. The budget request to General Conference for the SEM stipend was developed as well as the format for the SEM report to General Conference.
4. General long-range plans were discussed. We have developed some general concepts for how SEM will look in 10 years. We will be discussing these concepts with you in the near future. Currently, we are investigating the legal ramifications of the long-range plans.

SAMARITAN COLLEGE

The College program continues to grow at a rather amazing pace. The following programs have been developed since October 1984:

1. Seminar Program: As mentioned in our previous report, the extension courses once offered through Extended Studies have been administratively transferred to the College. A packet is available upon request which includes all necessary forms, etc...for courses to be offered locally by qualified faculty. Only the courses offered in the Orientation Program are restricted to Samaritan College and cannot be offered locally. A copy of the revised degree program for the College is enclosed. (See Appendix A.)
2. In January the Management Team approved the Extension Center Policy. An Extension Center is a College center offering all courses (including Orientation Program courses) in a district or WCE area outside the USA. Its operation is directed by an Assistant Dean appointed by the Dean of Samaritan College. Currently, we expect to open Centers in Birminham/London directed by Rev. Bob Arthur and in Sydney, Australia directed

2. (continued)
by Cliff Connors (recommended by Rev. Jim Dykes) in 1985. An additional center may be formed in Mexico City. However, this is still very much in the planning stages. The details on the internal administrative functions are being worked out now. Questions on the operation of the Extension Centers should be directed to the Dean. (Policy; see Appendix B.)
3. District/Samaritan College Partnership: In February the District Coordinators, will be stopping by the College for a short presentation. During the meeting, they will receive a packet of information which will purpose that Districts call student clergy together for weekend seminar sessions, and ask local churches to provide meeting space, housing, and food. Samaritan College will provide the faculty for courses. Estimating one weekend per month, the College/Districts could take student clergy through all required courses not offered during the Orientation Program or correspondence in 13 months. Basically, this would be a district level packaging of the Seminar Program and would help the College develop faculty resources in each district.
4. Special Events Programming: If a church or district wishes to have special speakers and invite MCC's in their geographical area and/or district to participate (assuming the event qualifies for course credit) the Dean will negotiate a larger per centage of tuition for the faculty stipend on an event by event basis. This will help the sponsor by providing more money for a special speaker and the College by advertising a Samaritan program in the area.

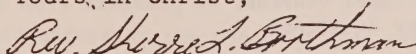
In January, I was in Detroit to help facilitate a student clergy gathering, organized by Bob Hogue and sponsored by MCC Detroit.

Fifteen student clergy were registered but a snow storm meant that several were not able to come. Even with the weather problems, nine people attended from all ^{over} the Great Lakes District and two from Toronto. The weekend went extremely well and the participants encouraged us to do this on a regular basis. Rev. Brenda Cisneros-Hunt and I facilitated the Personal Profile, and answered questions on planning their training and the actual credentialing process. This month, I will also be speaking at a Southwest District Student Clergy gathering at MCC Long Beach being organized by Debbie Wertz.

These gatherings are so important to the training of future clergy. I am always amazed how beautifully renewal happens and how easily hope for and faith in their ministries is restored. I ask for your help in encouraging districts to sponsor student clergy weekends both for academic training and spiritual renewal.

Thank you for the continuing support and encouragement you give to Samaritan College!

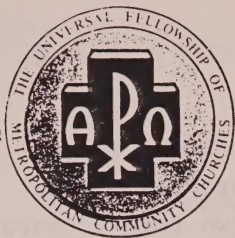
Yours, in Christ,



Rev. Sherre L. Boothman
Dean, Samaritan College

SLB:slp

Enclosed: Appendix A.
Policy; Appendix B.



5300 Santa Monica Boulevard, Suite 304, Los Angeles, California 90029 (213) 464-5100

E-284

To: Ravi Verma, Director of Administration

From: Jim Voltz, General Conference XII Coordinator

Subject: General Conference - Status Report as of 2/28/85

We are well on stream with all plans and schedules being completed on or very close to planned times. As we start into our last four months before Conference the pace will quicken and last minute problems will seem to occur more often, but these are to be expected and will be handled with ease and understanding. The overall picture is well organized and under control.

1. General Statics

a. Number of registrants - 251

- (1) 74 Clergy List attached for your information *
- (2) 125 Delegates
- (3) 52 Non-Delegates

b. Approximately 40% have signed-up for the special events

c. Donations to Ordination Reception - \$200.00

Donors - MCC-Long Beach, Church of the Holy Spirit MCC, Christ the King MCC and MCC-Ottawa.

More registrations keep coming in every day and I plan on visiting as my many local churches as possible from San Diego - north to help promote and answer questions.

- 2. The next major step is to assign meeting rooms as per schedule provided by Elder's Wilson and Smith. After that a visit to Sacramento would be advisable to go over these plans with the convention center staff. I will be sending letters to all seminar, workshop heads, e.c. to advise them of their space and time and ask for any special needs they may have.
- 3. On March 3rd, at 11:00 a.m. at MCC-Long Beach there will be a demonstration of the equipment which MCC-Long Beach proposes buying, for the hearing impaired and language translation services. Patrick Sterling is regularly reporting his progress and I am working closely with Jerry Sabina in Long Beach. I will be in touch with Jamie McAlister again regarding her involvement with other services to the physically challenged.
- 4. I have met with Rev. Bev. Teagle and we have gone over basic security ideas and set up some guidelines for her volunteer staff.

5. The meeting which took place in December in Sacramento with Elder Smith and local coordinators, Madeline Reed and Sally Bruce, covered the following areas:
 - a. Provided by volunteers from local groups (Madeline & Sally)
 - (1) Information Booth
 - (2) Registration Booth
 - (3) Ushering (also security as asked by Rev. Bev. Teagle)
 - (4) Hospitality Suite (Capitol Plaza)
 - (5) Command Post (Capitol Plaza)
 - (6) Message Service (runners, etc.)
 - (7) First Aid Booth
 - (8) Extra Volunteers for Child Care Center
 - b. Provide at our budget cost figures
 - (1) Persons to run Fellowship Store
 - (2) Trained Child Care person
 - c. Aid us in procuring items for our booth and setting it up.
 - d. Planning a 4th of July Picnic for watching the fireworks.
 - e. Local inclusions in conference packet, i.e. map of Sacramento, restaurant recommendations, free drink tickets-a local bars, etc. (all paid for by local advertising).
6. I plan to meet with David Pelletier in Palm Springs to discuss the possibility of having some booksellers at conference.
7. I am now designing badges and event passes.
8. We are setting the date of March 30 to have all possible pre-conference material in office for printing set-up. Letters have been sent to all groups advising of this date.
9. The registration booth in Sacramento will be open on Sat. and Sun. before conference from 2-6 p.m. only, and then all day on Mon - Fri.
10. I am working with local Sacramento coordinators on the possible free use of copy machines and IBM Displaywriter. I will have more details soon.
11. An immediate second general mailing is being prepared at this time.
12. We are looking into the possibility of having some entertainment (volunteer) at the Opening Reception.
13. Action List enclosed (Including the revised budget) for your approval(s).

I continue to be overwhelmed and inspired by the tremendous amount of help and cooperation I have been receiving, not only from local Sacramento people, like Madeline Reed and Sally Bruce, but from others all over the Fellowship. I also want to give an extra thanks to our loving Fellowship Office staff for their extra help and support. Everyone has not only made the challenge easier for me but lots of fun. With all this support and continued prayers to God, this will be the best Conference ever!

JV/rh

2/28/85

